Ontario
Women's
Directorate

Ministry of
Citizenship

REPORT ON THE 1987

Community Workshops with Visible Minority and Immigrant Women

REPORT ON THE 1987 COMMUNITY WORKSHOPS WITH

VISIBLE MINORITY AND IMMIGRANT WOMEN

ONTARIO WOMEN'S DIRECTORATE
and
MINISTRY OF CITIZENSHIP

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REPORT ON THE 1987 COMMUNITY WORKSHOPS WITH VISIBLE MINORITY AND WOMEN

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REPORT ON THE 1987 COMMUNITY WORKSHOPS WITH VISIBLE MINORITY AND IMMIGRANT WOMEN

Preface

Visible minority and immigrant women have long struggled for equality of opportunity, access to services, and representation in the decision making process. Too often, language and cultural barriers, lack of access to information, as well as discrimination on the part of employers and service providers have prevented members of visible minority and immigrant groups from benefitting equally from the contributions they have made to society. Aside from these external realities, the situation of visible minority and immigrant women is often compounded by the stress from family and work responsibilities, social isolation, and decreased self-esteem due to encounters with the new cultural environment or systemic racism.

In 1983, the Race Relations Division of the Ontario Human Rights Commission and the Ontario Women's Directorate supported the first provincial conference on visible minority women. The conference, entitled "The Visible Minority Woman - Racism, Sexism and Work", was preceded by community consultations with women from different communities. The goals of the conference were to identify key issues facing visible minority women relating to employment and to develop strategies for change. Over 400 women from diverse cultural and racial backgrounds attended, and made over 100 recommendations related to policy and program development, most at the provincial level. The Coalition of Visible Minority Women was struck to coordinate follow-up and to ensure action from the government in dealing with these recommendations.

One of the key recommendations of the 1983 conference stated that visible minority women would benefit from a better knowledge and understanding of government services relating to their needs. In response, the Ontario Women's Directorate proposed to the Cabinet Committee on Race Relations that the Women's Directorate, the Ministry of Citizenship and Culture and the Race Relations Division of the Ontario Human Rights Commission co-ordinate five regional workshops on government policies and services relevant to visible minority and immigrant women. (Since the workshops, changes in the government structure include the division of Citizenship and Culture into two ministries and the creation of the Race Relations Directorate as a part of the Ministry of Citizenship.)

Objectives of the workshops

The workshops had three objectives:

a) to provide representatives of visible minority and immigrant women's organizations and agencies with up-to-date information on provincial government programs, services, and available funding, particularly in the areas of language training, skills training, employment equity, pay equity, family violence, child care, and housing;

b) to identify structural barriers which prevent full participation in and equal access to government services, programs and plans;

c) to develop a mechanism to ensure that government services, programs and plans are more responsive and proactive in meeting the needs of visible minority and immigrant women.

Organizing the workshops through consultation

The visible minority and immigrant women's community have repeatedly stressed the need to be consulted whenever the government undertakes programs and policies which affect them. The organization of the workshops recognized the importance of community consultation when undertaking government supported programs.

To ensure that the workshops would meet the intended objectives, community consultation was built into the planning process from the beginning. The Workshop Steering Committee - Akua Benjamin, Ontario Women's Directorate, Diana Abraham, Ministry of Citizenship and Culture, and Alicia Edano-Paul, Race Relations Division, discussed the planning and implementation of the workshop with a range of community groups.

Five regional co-ordinators with knowledge of the issues and experience in their communities were hired. Their responsibilities included identification of senior chairpersons and panelists and outreach to local participants. This was done by telephone, small group meetings with women's organizations, and advertising through local newspapers and leaflets. The needs of outlying districts were noted. For example, in the North, two assistants knowledgeable in the issues of visible minority, immigrant, and native women, travelled extensively in their outreach efforts.

The chairpersons of the sessions were selected on the basis of their expertise on the subject matter and their demonstrated commitment to the community. With such a background, the chairpersons were able to assist government representatives in explaining policies and programs and to facilitate discussions and encourage recommendations.

Since the purpose of the workshops was both to provide information about government programs and to sensitize government to the need for improved access, participation of relevant ministries was key. The steering committee conducted a briefing session for the ministries' representatives on the panel, including Housing, Citizenship, Skills Development, Attorney General, Colleges and Universities, Human Resources Secretariat, Health, Education, Race Relations Directorate, Community and Social Services, and the Ontario Women's Directorate.

Ministries were advised on the goals and format of the workshops as well as demographic information on immigrant and visible minority communities. Panelists were asked to address policy positions underlying the programs to visible minority and immigrant women and to comment on their accessibility in different parts of Ontario. Government representatives expressed the concern that often policy staff were located in Toronto, while services and programs were delivered through local regions and institutions. As a result, regional frontline staff as well as policy makers of various ministries participated.

For example, the Ministry of Skills Development (MSD) is partly responsible for the delivery of language training through the community colleges. Hence, the MSD coordinated the panelists from local community colleges to share information on language training. Workshop topics which fell under the mandate of more than one ministry required collaboration. For example, the panel on employment and pay equity involved representatives from the Ministry of Labour, the Race Relations Directorate, and the Ontario Women's Directorate. The panel on language and skills training involved regional representatives of Canada Employment Centres and related provincial ministries.

Participants

Participating from the community were representatives of visible minority and immigrant women's organizations, representatives of ethnocultural and advocacy organizations, and service deliverers from mainstream and ethno-specific agencies and institutions (for a complete list see Appendix).

The community groups representing visible minority and immigrant women came from diverse backgrounds. For example, the Coalition of Visible Minority Women, which was mandated by the 1983 conference to monitor action on the conference recommendations, is comprised of native members and members from various visible minority communities: Black, Filipino, South Asian, Chinese, Korean, Indonesian, Arab, and Japanese. The Coalition identifies racial and gender discrimination as the primary barriers to full participation in Canadian society.

Other advocacy organizations include the Ontario Organization of Immigrant and Visible Minority Women. This group attributes the lack of equal opportunity for immigrant and visible minority women to their migrant and gender status. Ethnocultural organizations such as the Chinese Canadian National Council, and organizations for women (for example, the Congress of Black Women of Canada) also participated.

Direct service agencies serving visible minority and immigrant women were included. For example, community-based agencies administered by women themselves, such as the Immigrant Women's Job Placement Centre, and mainstream educational institutions providing training programs for immigrant women (such as the Humber College Electronics Training program) also sent representatives. These agencies have a practical understanding of the needs of visible minority and immigrant women through their direct services and contacts.

Structure of the workshops

Each regional workshop began with a keynote address by a representative from the three ministries responsible for the workshops: Dan McIntyre, Commissioner of Race Relations Division, the Ontario Human Rights Commission; Naomi Alboim, then Director of Policy and Research Branch, the Ontario Women's Directorate; David Silcox, then Deputy Minister of the Ministry of Citizenship; and Clive Joakim, Director of Citizenship Development Branch, the Ministry of Citizenship. Each welcomed the participants, highlighted some ongoing policies and programs of their ministry and emphasized the need for further consultation (see Appendix for keynote address). A short question and answer period then followed.

The day was divided into six workshops, three in the morning and three in the afternoon. The participants chose their individual area of interest. The morning workshops were family violence, employment equity and skills training; afternoon workshops were child care, language training and housing. Each of the workshops began with a half-hour presentation by a panel of government representatives, followed by a one hour discussion on accessing government programs and developing recommendations for change. (The first three workshops took place prior to the announcement of the Multiculturalism Strategy on June 24, 1987. Some of the concerns raised at the first three workshops, and subsequently included in the report, were answered by the new strategy and the related activities undertaken by individual ministries.)

The day ended with a plenary session made up of short summary reports from each of the workshops. The plenary provided an opportunity for participants to learn what had transpired in all the workshops, to share recommendations that had emerged from discussions, and to identify themes and strategies for future action.

As is often the case, networking and information exchange occurred during lunch and informal breaks. Throughout the day, the Ontario Women's Directorate co-ordinated an information booth with a wide range of literature on provincial government programs and services. The response was overwhelming and participants collected materials on various topics.

WORKSHOP

ON

LANGUAGE TRAINING

WORKSHOP ON LANGUAGE TRAINING

The workshops on language training were chaired by local representatives (Thomas Zicari, Nina Chahal, Mila Wong, Jenny Vane). Presentations were made by Jean Unda of the Ministry of Citizenship and Leona Watson of the Ministry of Colleges and Universities. As well, in various locations, there were representatives from the Canada Employment and Immigration Commission (Brian Jewett, Charlene Montrose, Abbas Naqui), and local community colleges (Catherine Patterson Kidd, Mike Wingrow, Guy Lamreux, John Goddard, Anna Hemmendinger).

Sessions began with an outline of language training in Ontario (see Appendix for Chart on Language Training). The responsibility for the delivery of language training programs in Ontario rests with four provincial ministries: Education, Skills Development, Citizenship, and Colleges and Universities. The costs of providing official language training are shared between the provincial and federal governments. Two federal departments, the Canada Employment and Immigration Commission (CEIC) and the Secretary of State (SOS), contribute funding through various agreements with the Provincial Government.

CEIC is primarily responsible for the integration of permanent residents into the labour market, specifically for those who cannot be placed in their own or a related occupation because of a lack of official language skills. CEIC purchases "training seats" through the Ministry of Skills Development which in turn arranges for community colleges (CAATS) to provide the training.

Community Colleges provide full-time English as a second language (ESL) or French as a second language (FSL) programs for a period up to twenty-four weeks. Students referred by the Canada Employment Centres will receive free tuition and, in some cases, a living allowance if they are refugees or independent immigrants. In addition, CEIC may also purchase twelve week ESL-advanced courses, FSL and courses for Test of English as a Foreign Language (TOEFL).

In 1986-87, the Settlement Language Training Program (SLTP) was introduced by the Settlement Branch of the CEIC as a national pilot program. The purpose was to meet the language needs of adult immigrants not expected to join the labour force by providing language training instruction through immigrant serving agencies. The priority target group was immigrant women at home.

Evaluation of the SLTP indicated that bilingual instruction was more effective than unilingual classes. The community-based location for language classes was considered by most immigrant women as less threatening than universities or college institutions. Furthermore, the support services such as babysitting and transportation allowances were critical to the success of the program. Most advocacy and immigrant serving agencies have strongly urged that the SLTP be continued and expanded.

The Secretary of State's involvement in language training is primarily related to newcomers seeking Canadian citizenship. As one requirement for citizenship, newcomers must pass a hearing which tests both their knowledge about Canada and their facility in English or French. The Secretary of State has signed a Citizenship and Languages Training Agreement with each province through which it covers a 50 per cent reimbursement of provincial contributions to language training expenses for citizenship purposes for non-school age immigrants. In Ontario, three ministries (Citizenship, Education, and Colleges and Universities) use the agreement.

The Ministry of Colleges and Universities also provides grants to universities to cover the costs of ESL/FSL teacher training. These courses, which are available to qualified teachers in the Province of Ontario, are designed to prepare teachers to meet the needs of students for whom English/French is a second language. Currently, ten universities offer qualification courses in ESL/FSL and several others offer TOEFL courses for students enrolled in university programs.

The funding from the Ministry of Education makes citizenship and language training a priority within its adult basic education program (ABE). Most boards operate part-time and sometimes full-time classes for newcomers which are funded by Ministry grants and local taxes, often in co-ordination with voluntary organizations which receive funding from the Ministry of Citizenship.

The Secretary of State has a Language Textbook Agreement with the Ministry of Citizenship for printed language training and teacher-training materials. The Federal Government annually reimburses the Ontario Government for the average of the previous five years's expenditures on textbooks, periodicals and teacher-training materials available free of charge to all participants of provincial programs other than those funded through CEIC training dollars.

The Ministry of Citizenship also provides teacher-training through community-based workshops, certificate courses and consultation. Its resource centre maintains a wide selection of classroom and professional materials available on loan to teachers throughout the province.

Through the Citizenship Development Branch, the Newcomer Language/Orientation Classes program (NLOC) provides funding to voluntary organizations for the co-ordination, administration, and outreach activities of community-based language training programs. Funding is also available for pre-school ESL/FSL programs adjoining adult classes, with child care available where the numbers do not warrant a full educational program for children. As well, the boards of education provide paid teachers for the adult programs or

paid supervisors who train volunteer teachers. The NLOC program is flexible and can include bilingual classes, job preparation, and workplace literacy programs for immigrant women. Some unique programs include the Help-a-friend-learn-English (HAFLE) course with telephone tutoring for Spanish and Chinese speakers, and the FSL parent and pre-school programs in Sudbury and Ottawa.

The Citizenship Development Branch operates a language training school with a pre-school ESL program at the Ontario Welcome House. In addition, the branch is involved in other activities such as distributing a basic ESL/orientation curriculum, multicultural workplace training, pre-school/ESL training and specialized teacher-training courses on ESL/literacy.

Following the presentations, most of the discussion concerned language training opportunities for immigrant women, for example, access to information on programs, language training in the workplace, and child care while mothers attend classes. Other concerns raised were about ongoing funding for programs, community consultation, and the need for a more coordinated system of program delivery.

Many recommendations were made. While these recommendations were not the result of formal resolutions or votes, they reflect the comments of many of the participants. The following recommendations on language training were noted:

1. Increase ongoing funding for language training programs for women.

2. Facilitate cooperation among different levels of government in the delivery of language training programs.

3. Appoint a liaison government staff person to deal with the informational needs of each ethnic community.

4. Use community development to inform grassroots organizations about language training programs.

5. Provide child care or pre-school programs to enable women to attend language classes through community colleges or boards of education.

6. Educate Canadian institutions and the mainstream society on the importance of language training for immigrants.

7. Hire more ESL/FSL teachers from visible minority and immigrant communities.

8. Include in the educational curriculum of ESL/FSL teacher training: a) cross-cultural training, and b) second language immersion.

9. Involve students in the hiring of ESL/FSL teachers.

10. Make accessible the findings of these workshops to immigrant women who do not speak English. These recommendations should be part of the curriculum of language training programs.

11. Involve community-based organizations in the planning and delivery of language training programs.

12. Develop community advisory committees on language training.

13. Develop a comprehensive package on language training, including:

    a) orientation to Canadian society and the local community,

    b) more opportunities for practicing language skills among ESL/FSL participants,

    c) more ESL/FSL instruction in different languages,

    d) improved access to FSL for immigrants in Ontario,

    e) increased availability of ESL/FSL courses from community based organizations,

    f) improved assessment of language training needs,

    g) expansion of new ESL/FSL programs based on existing workable models.

WORKSHOP

ON

SKILLS TRAINING

WORKSHOP ON SKILLS TRAINING

Resource people working in the field (Marcia Edwards, Dorothy Ellis, Winnie Ng) chaired the various workshops on skills training. Presenters from the Ministry of Skills Development (Joyce King, Mary Beth Wallace, Cindy Niemi, Barbara Shields), as well as representatives from community colleges (Sharon Herman, Doreen Johnson, Mike Krakana, Jim Gretes, Larry Bonchard) and CEIC (Paul Dennis, Ann McGill, John Belinski, Dale Barbour, Colleen Galloway) were included.

The presentation began with a background sketch of Ontario's skills training strategy. Training and skills development are often the only options open to women who want to improve their employment prospects. At the 1985 First Ministers Conference, the groundwork for a co-ordinated, inter-governmental approach to women's equality in the work force was laid when a working paper entitled "A Framework for Economic Equality for Women" was adopted.

In 1985, women earned on average only sixty-six per cent of men's wages. Female heads-of-household form one of the most disadvantaged groups in Canadian society. Eighty-nine per cent of single-parent families are headed by women, and half of them live below the poverty line. Three out of every five poor adults in Canada are women. Improved access to training will enable women to take full advantage of changing economic conditions and, as the presenters pointed out, this will translate into increased economic benefits for all of society.

As a result of their comparative lack of resources, women in Canada face a great number of barriers that make it difficult to obtain job-related training. Very frequently they simply do not have the cash reserves to give up their existing jobs and retrain. If they are on social assistance, their eligibility for benefits may be jeopardized when they enrol in training programs. Other barriers include the lack of affordable child care and inflexible course schedules. All of these problems are exacerbated for visible minority and immigrant women because they are trying to retrain in a different culture where even the language is foreign. Before they can even begin to develop more marketable skills, they need counselling to help them decide on appropriate ESL/FSL courses and job-training programs.

At the 1986 First Ministers Conference, a document entitled "Towards a Labour Force Strategy: A Framework for Training for Women", that outlined policy and program options on equality in education and training, was endorsed. As a result of that meeting, the Ministers Responsible for the Status of Women have agreed to submit annual reports charting their progress in fulfilling their mutual commitment to achieving economic equality for women. Most of the discussion at the skills training workshop centred on Ontario's progress report.

Presenters described the Ontario Basic Skills Program, which is designed to increase literacy, numeracy, and other basic skills, with particular attention to traditionally under-represented groups. The Ministry of Skills Development has set up an Access Policy Unit and an Access Programs Unit to examine barriers to training for members of target groups and to offer remedies. These include counselling, special support allowances to defray child care, transportation and accommodation costs, and basic upgrading for adults. Other programs such as Futures and Business Ownership for Women, were also described. Ontario is also undertaking initiatives to increase the numbers of women in apprenticeships and skilled trades.

The federal Canadian Jobs Strategy (CJS) was also discussed. Under the CJS, all federal job creation, training and labour market adjustment programs were integrated into six programs (Skill Investment, Skill Shortages, Job Development, Job Entry, Innovations, Community Futures). Each of the six programs contains its own set of client eligibility criteria.

The CJS has been criticized by women's groups for its failure to benefit women, and immigrant women in particular. Statistics indicate that the participation rate of women in some of the programs has not been satisfactory. The majority of projects funded under the CJS have offered women training in traditional, low-paying occupations. Participants for the Re-entry option of the Job Entry program must be unemployed women normally after having been primarily in the home for at least the past three years. This requirement may create problems for those women who lack the resources to make a successful transition to the labour force.

In terms of education, a concerted effort is being made to challenge sexual stereotyping and to avoid language references in school curricula and resources. Ontario continues to improve teaching aids and programs, particularly through "Circular 14", its annual list of texts which are free of gender and racial bias. An action plan has been undertaken to renew the teaching of science in kindergarten through grade six in a program which gives special encouragement to girls in science studies. At the same time, the government has extended incentive funds to 1989 to encourage the implementation of employment equity programs in the school boards.

Workshop participants were pleased to learn that progress is being made in the area of accreditation. The first phase of a government review of entry requirements for professions and trades to determine barriers for members of ethnic and minority groups who have obtained their qualifications abroad has been completed. The second phase is now under way and is expected to be completed in December, 1988.

The discussion then moved to feedback from participants about community input and access to training and apprenticeship programs. Information dissemination, assessment and referral, and flexible eligibility criteria were emphasized. The following recommendations were made in the workshops:

14. Increase access of visible minority and immigrant women to apprenticeship and training programs.

15. Increase community awareness of skills training and language training programs by disseminating government program information, e.g., multilingual printed materials, and advertisement through ethnic media and community newspapers.

16. Involve visible minority and immigrant women in the planning of outreach programs, specifically the Access Programs of the Ministry of Skills Development.

17. Hold regular consultation between government and the community regarding skills training policies and programs.

18. Hold future workshops for visible minority and immigrant women on how to access training programs.

19. Establish flexible criteria for admission to skills training programs.

20. Urge CEIC and Ontario Basic Skills to network and establish a resource pool of people available for apprenticeship.

21. Ensure that programs are based on need rather than on target numbers.

22. Place emphasis on skills training for those newly arrived immigrants who do not require language training.

23. Provide job placement for trainees.

24. Develop and integrate programs in the rural communities.

25. Emphasize intercultural sensitivity in staff recruitment and development with employers who provide training in their companies.

26. Encourage better communication between government and training institutions.

27. Ensure that all organizations (private and public) receiving government funds for training are accountable for their program objectives by adequate supervision and monitoring.

28. Include a higher component of non-traditional skills training for visible minority and immigrant women.

29. Co-ordinate skills and language training so that immigrant women can practice language skills at the workplace, e.g., job specific ESL training, English at the Workplace Programs.

WORKSHOP

ON

EMPLOYMENT

AND

PAY EQUITY

WORKSHOP ON EMPLOYMENT AND PAY EQUITY

Since employment and pay equity affect all workers, this workshop drew chairpersons (Carolyn Brown, Lucie Marcus, Penny Smiley, Myrna Holman, Ceta Ramkalawansingh) from a wide sector including municipalities, boards of education, and universities. The presenters came from the Ontario Women's Directorate (John Lounds, Annabelle Garland, Ingrid Wellmeier, Sue Varla), which had helped to develop and draft the pay equity legislation, the Ministry of Labour (Ruby Johnson, Beverley Rosser, Suzanne Silk Klein), and the Race Relations Directorate (Scouter Ward, Urooj Zaidi, Linda Stevenson, Nancy Recollet, Alicia Edano-Paul).

Presenters began by acquainting workshop participants with the provincial government advocacy organizations that are already in place, such as the Ontario Women's Directorate and the Race Relations Directorate, and existing measures to prevent discrimination such as the Employment Standards Act, the Ontario Human Rights Code, and the Ontario Policy on Race Relations.

Speakers from the Race Relations Directorate informed the participants that Premier David Peterson proclaimed the Ontario Policy on Race Relations in May, 1986. The government has declared that every person in Ontario has the right to a life free from racial discrimination and prejudice. To further these aims the government is committed to employment equity policies and practices, providing services to the public that reflect the particular needs and perspectives of racial minorities, positive and balanced portrayals of racial minorities in government communications, appointments to agencies, boards and commissions, and the elimination of racial prejudice and negative stereotyping.

In keeping with these principles, the Race Relations Directorate has adopted a pro-active strategy to ensure that institutions such as school boards, municipal governments, employers, unions and social service organizations are provided with technical assistance to develop and implement their own race relations policies and programs.

The Cabinet Committee on Race Relations was first established in 1979. Since September, 1985 the Cabinet Committee on Race Relations has been meeting to co-ordinate and direct the Ontario government's race relations activities. In addition to reviewing policies recommended by various ministries and developing the government's overall policy, the Cabinet Committee on Race Relations develops initiatives with staff drawn from its member ministries. For example, the committee has helped the Ministries of Housing, Education, and Colleges and Universities develop specific race relations policies and programs. As well, the committee was actively involved in the development of the "I Count" census conducted to show the representation of racial minorities, women, francophones, native people and the

disabled in the Ontario Public Service. The committee explores additional ways in which the race relations policy can be translated into action, and has commissioned a study on the accessibility of government services to racial minorities.

The discussion then moved to an overview of employment equity. Employment equity was defined as equitable employment opportunities for all workers. It covers a range of employment policies and practices designed to eliminate women's unequal economic status. This includes recruitment, promotion, pay, access to education and training, child care, pensions, benefits, and leave provisions.

Employment equity is mandatory in the Ontario Public Sector. The Ontario government Employment Equity program for women was expanded in June 1987 to four other target groups: francophones, natives, visible minorities, and disabled persons. Under the Strategies for Renewal initiatives ministries will be required to integrate Employment Equity plans into their human resources planning. At present, there are no goals and timetables set except for the women's programs. Ministries will continue to implement the existing program for women, update the data base for other designated groups, identify and remove barriers to recruitment for designated groups, and plan specific initiatives to recruit and promote target group members into senior executive positions.

The Human Resources Secretariat will hold community consultations, and is working on the development of new pro-active staffing policies, benefits and working conditions such as child care, flexible working arrangements to support work and family responsibities.

The Ontario government encourages the development of voluntary employment equity programs in the broader public sector and the private sector through demonstration projects, awards programs, educational seminars and the supply and distribution of specialized employment equity support materials. The "broader public sector" includes all public sector organizations and institutions which are not part of the Ontario government, such as hospitals, schools, municipalities, colleges and universities.

Speakers explained that pay equity is one component of employment equity. The need for pay equity legislation resulted from the fact that women have traditionally been paid less than men because "women's work" has been undervalued.

Since women generally do different jobs than men (e.g. secretaries are almost always women and groundskeepers are almost always men), many women have not been able to benefit from equal pay for equal work legislation. Pay equity legislation requires employers to pay the same rate of pay to

jobs in their establishment which are of equal value but which are different. For example, if the job of a secretary is of equal value to the job of a groundskeeper; if both work in the same establishment; the employer must pay the secretarial job at the same rate as that of the groundskeeper.

The legislation requires that the values of the jobs be determined by measuring their required skill, effort, responsibility and working conditions. Pay Equity Legislation was proclaimed on January 1, 1988. The Pay Equity Commission has produced informational materials about the implementation of the legislation and can be contacted by calling 1-800-481-4464.

The participants recognized the need for both employment and pay equity. It was felt very strongly, however, that employment equity should be mandatory not only in the public sector, but in the broader public and private sectors as well. Participants were also concerned that pay equity did not cover the establishments where many visible minority and immigrant women work, such as restaurants and retail outlets with fewer than ten employees, or all-female establishments such as child care centres and nursing homes where there are no male jobs to which to compare their rates of pay.

A number of recommendations were made to both strengthen employment equity within the Ontario Public Service, to expand it to the broader public and private sectors and to sensitize government and agency personnel to the employment issues of visible minority and immigrant women. The following recommendations were noted:

30. Implement mandatory employment equity immediately.

31. Monitor the impact of all government employment equity policies and practices on visible minority, native, disabled, and francophone women.

32. Establish an advisory committee to monitor active recruitment of all target groups.

33. Allocate government personnel to work on employment equity for all sectors.

34. Establish goals and time tables for participation of designated groups.

35. Develop staff training programs for government ministries (specifically Health, Community and Social Services, and Education) on employment equity.

36. Develop a system to ensure implementation of the pay equity bill in the private sector.

37. Educate all government employees on employment standards.

38. Make available to the community all data from the "I Count" survey, including specific requests for data analysis.

39. Develop a registry of employment equity initiatives in the private and public sector. This registry should record those institutions utilizing employment equity funds and those with poor employment equity records.

40. Monitor all complaints from domestic workers under the new provisions of the Employment Standards Act.

41. Maintain statistics on domestic workers experiencing problems with employment standards.

42. Make access to training funds (in community and private agencies) dependent on employment equity planning and practices.

43. Allocate funds to promote employment equity for native, disabled, visible minority, and francophone women.

44. Establish a public education committee on visible minority/immigrant women and employment equity.

45. Educate the general public on employment standards in the workplace.

46. Include community input in the planning of staff training programs on employment equity for Ontario Public Service managers.

47. Establish an ongoing community based advisory committee to monitor employment equity within the Ontario Public Service, and the broader public and private sectors.

48. Develop a strategy for employment equity in the private sector.

49. Target Ontario Women's Directorate for implementation of employment equity.

50. Review the mandate of the OWD position on visible minority and immigrant women with/by community organizations.

WORKSHOP

ON

FAMILY VIOLENCE

WORKSHOP ON FAMILY VIOLENCE

The family violence workshops were chaired by people working in the community (Basu Majumdar, Pauline Doxtator, Dr. May Pearsons, Freda McDonald, Martha O'Campo). Presenters were Vicki Trerise, Virginia Adamson, Nancy Richler and Deborah Bartlett from the Ontario Women's Directorate, and Diana Abraham from the Ministry of Citizenship.

The speakers began with an overview of family violence to indicate the extent of the problem and to provide a historical background to the government initiatives in Ontario. The discussion focussed on violence against women in the home. In Ontario alone, 200,000 women of all races, cultures, income levels and ages are physically assaulted, not by strangers in the street, but by their male partners. Wife assault is responsible for one-fifth of all homicides in Canada. Moreover, children who see their mothers being beaten can also suffer serious emotional harm.

Wife assault involves intent by the male partner to intimidate the wife's person or property and to control her behaviour either by threat or physical force. Underlying all abuse is a power imbalance between the victim and the aggressor. Physical assault is the most obvious form of abuse. It includes slapping, punching, kicking, shoving, choking and pinching. It may also involve more violent forms of attack, up to and including the use of weapons such as guns, knives, or axes which may result in murder--the ultimate act of violence.

Sexual assault, which often starts with demeaning women through jokes, includes any unwanted sexual activities. Since January, 1983, it is against the law for a man to assault his wife sexually.

Psychological abuse can involve physical threats against the wife, her children, pets, or her property, threats of kidnapping her children, of having her deported if she is under his sponsorship, blackmailing her by using information about her past, degrading, or terrorizing her.

The following key points were emphasized:

- Wife assault is a crime that is punishable by law.
- Women are most vulnerable to attack in their intimate relationships, whether they are married or living common law, dating or even when the couple is separated.
- Wife assault is rarely an isolated incident.
- Wife assault increases in severity over time.

- Wife assault causes serious, sometimes permanent damage.

- Victims are prone to self-destructive behaviour including suicide.

- Wife assault has been condoned throughout history and is only becoming better known now because victims are breaking their silence and seeking help by contacting the police and finding refuge in the network of shelters for battered women and their children.

Several myths about wife assault were dispelled. The following statements were discussed and found to be not true: men who assault their wives are mentally ill; alcohol causes a man to beat his wife; only poor women are beaten; women provoke violence and therefore get what they deserve; women like being abused and find it sexually stimulating; women must like being assaulted otherwise they would speak up; and assaulted women could leave their partners if they wanted to. Discussion emphasized that men who beat their wives are responsible for their behaviour. Women are not to blame.

The Ontario government's commitment to reducing the incidence of family violence was described. To achieve this goal, the government has developed a dual policy of enforcement and prevention/education. Recent research from Canada and the United States shows clearly that police intervention results in a significant decrease or even termination of violence in the home. What is needed, is an effective program of legal enforcement to protect victims and to indicate clearly to abusers that their behaviour is illegal and will not be tolerated. At the same time the message needs to be spread through a broadly-based prevention/education campaign. The public education message has three elements: the abuser is accountable for his criminal acts, and is responsible through counselling and self-help programs for learning to change his behaviour; the general public must increase its understanding of the causes and effects of family violence and accept its responsibility as members of the society for dealing with the problem; the battered women and her children are entitled to the full protection of the law and help in dealing with the effects of violence.

The Province of Ontario's strategy is to change public attitudes towards family violence. Traditionally violence within the family has been condoned, at least tacitly, because of a reluctance to interfere in private family matters. However, that policy of non-intervention cannot work when the sanctity of the home is destroyed by fear and violence. A criminalization approach to family violence means that physical violence is no longer seen as a private matter, but as a wrong which affects our society as a whole. One of the important points made in the overview was that the government strategy originated from community feedback over

years of lobbying from the shelter movement and from battered women's advocates. The government wants to maintain a dialogue on these issues with the community in order to develop constructive and responsive policies and programs.

The presenters then moved to a discussion of family violence and the impact of the criminalization policy in the multicultural community.

An immigrant woman faces additional problems when there is violence in her home. Will she be deported if she leaves her violent husband because he was the one who sponsored her immigration? Will her husband be deported if she reports his violent behaviour to the police? Many women believe they are ineligible for public assistance because of their immigrant status. They are unfamiliar with Canadian customs and laws. If they are newcomers, they are often isolated and cut off from families and friends back home. These issues were raised along with the traditional problem of not wanting to involve the police in family affairs, and the very real fear many refugees have of the police and of institutional authority.

The implementation of the Family Violence Public Education Campaign in the community was discussed, particularly access to information and services for abused women, self-help and counselling for batterers, and how to change attitudes in immigrant communities to make people realize that family violence is not an isolated issue.

In its "Let's Break The Silence" campaign in 1984-86, the Ontario Women's Directorate distributed posters in English and French and published the poster in community newspapers in 39 different languages; produced and distributed a general informational brochure, a list of shelters, crisis telephone lines, and programs for batterers; placed radio and television advertising and announcements to community organizations; and held regional meetings to inform community leaders about the wife assault issue and to solicit their cooperation in developing local strategies.

The second phase of the OWD's public education campaign, scheduled for 1987 to 1989, is called "WIFE ASSAULT: It <u>is</u> a crime". Resources are being produced in 7 languages: English, French, Spanish, Portuguese, Italian, Chinese and Greek. As part of the campaign, April-May, 1987 was designated Family Violence Prevention Month. It involved four weeks of radio ads about criminalization and small grants to community groups to sponsor local public education projects. New brochures highlighting the criminal nature of wife assault and community responsibility for prevention were distributed. The speakers revealed specific plans for the 1988 campaign, which include: a new poster aimed at men; a new television ad for Family Violence Prevention; reprinting the "WIFE ASSAULT: It <u>is</u> a crime" brochure and distributing it through grocery stores and possibly LCBO outlets.

After the discussion, many recommendations were made. Most were concerned with access to culturally sensitive preventive and remedial services.

51. Improve access to government information on family violence for community agencies.

52. Increase child care services and subsidies.

53. Fund more workshops on how to access existing family violence services and resources.

54. Establish regular contact persons in government ministries to provide information on wife assault.

55. Promote networking to bridge service gaps in various ethnic communities.

56. Develop a comprehensive service delivery approach for battered women, e.g., one stop services, multi-disciplinary services.

57. Increase therapeutic counselling staff.

58. Ensure that wife assault programs are available throughout the province.

59. Increase visible minority and immigrant staff in government social service agencies, particularly in policy and managerial positions.

60. Improve protection for battered women under the family law.

61. Register all reports of wife battering at the police station or at a central registry system.

62. Encourage ongoing exchange between shelter workers and staff of multicultural community agencies.

63. Increase awareness of wife abuse and related cultural issues.

64. Improve educational opportunities for visible minority and immigrant groups; especially in the field of social work.

65. Educate shelter workers on visible minority and immigrant women's issues and family violence.

66. Allocate ongoing funding from all levels of government for family violence initiatives.

67. Fund community centres delivering services on wife assault.

68. Fund seminars on family violence.

69. Ensure representation of community members on various government committees dealing with family violence.

70. Compensate community groups adequately and fairly for written/verbal consultations on this issue.

71. Educate judges, police and other legal professionals on wife assault.

72. Educate religious leaders and institutions on wife battering.

73. Develop audio-visual and printed/translated materials for public education of different ethnic communities.

74. Provide written information in the first language of newcomers stating that wife assault is a crime.

75. Conduct active outreach and education to teenagers, young adults, and men.

WORKSHOP

ON

CHILD CARE

WORKSHOP ON CHILD CARE

The workshops on child care were chaired by local people working in the field (Jassy Randeholl, Marcel Campbell, Moira Willis, Nella Curtis, Angela King). The presenters were representatives from the Ministry of Community and Social Services (Pam Bowman, Deborah Collins, Lindsay Weld, Marilynn Austen) and Brenda Varn, an Early Childhood consultant.

The speakers concentrated on a review of the history of child care facilities, current licensing requirements, and the change in social attitudes about women's role in the home and in the paid labour force. Women's labour is essential to the family unit and to the economy of the society. Working women need child care. At the moment, high quality child care is in short supply and is out of the financial reach of many parents.

Child care programs are unevenly distributed across Ontario and access to them is difficult in rural areas and for people working shifts or irregular hours. It is particularly difficult for immigrant women to find adequate child care because they do not have the information about licensed centres, they do not know how to apply for subsidies, they fear they are ineligible for financial help, and they often work shifts when licensed centres are not open.

The "New Directions for Child Care", a recent document from the Ministry of Community and Social Services, was discussed. This initiative is aimed at making child care a basic service to which all families can have reasonable access. It calls for expanding non-profit child care and developing a range of affordable options for parents within a community based network of child care services and benefits.

The Ministry's new Child Care Branch is responsible for developing policy and program models, identifying funding requirements, assessing progress, and co-ordinating planning and consultation in a series of three year cycles. For the first time, instead of merely supplying subsidies to families in need, the government will provide direct operating grants to licensed child care services. As well, capital funding will be provided to help build new non-profit child care centres and to assist with renovations in existing centres.

In a discussion about access, particularly for visible minority and immigrant families, presenters stressed that the government is investigating replacing the current needs-test with an income-test that will be standardized across the province. This means that to qualify for assistance, families will have to disclose only their incomes instead of stating their expenses and assets. The income-test will remove the welfare stigma attached to subsidies and make child care a more affordable prospect for more families by allowing partial subsidies for lower-middle income families and full subsidies for families at the lower end of the income scale.

Other initiatives such as child care for kindergarten and school-aged children were discussed. The Ministry of Education will be encouraging school boards and schools to provide space in schools and to help co-ordinate child care services. Workshop leaders applauded the steps some employers have taken in responding to the child care needs of their employees. However, more workplace child care centres are needed, particularly in places that traditionally hire immigrant and visible minority women to work shifts or irregular hours.

The government of Ontario has begun to address the need for more choice and flexibility for parents. The two guiding principles are strengthening community-based funding and support services, and responding to individual regional and cultural differences with special attention given to the native, francophone and ethno-cultural communities. As well, the government is developing public education programs for parents which will prominently display the results of the annual licensing inspection on the premises of the child care institution, and measures to strengthen boards of directors and to involve parents in child care management. The Ministry of Community and Social Services is developing a multicultural resource kit and training program for child care workers to make them more culturally sensitive.

Ontario's comprehensive approach to child care will be embodied in the new Child Care Act. This new legislation will be developed through a public consultation process.

After the presentation, recommendations were made by workshop participants, again emphasizing the need for culturally sensitive programs and different ways to access programs. The following recommendations were noted:

76. Encourage the Ministry of Community and Social Services to develop multilingual day care information/video.

77. Assist community organizations in accessing funding from the Ministry of Community and Social Services, the Ministry of Health, and Federal ministries.

78. Establish drop-in centres for young mothers and children.

79. Develop informal day care centres for the native community.

80. Provide affordable child care for families in crisis.

81. Allow children to stay at the shelters with their mothers.

82. Provide child care subsidies without undue delay.

83. Allocate government funding for trained interpreters.

84. Develop a multicultural staffing composition for child care programs.

85. Ensure that child care workers' salaries reflect the value of their work.

86. Ensure government service providers are held accountable for attitudes and behaviours, and this is reflected in their personnel evaluation.

87. Provide community education to promote the acceptance of drop-in centres for young mothers and children.

88. Improve access to child care through public education about services available.

89. Inform parents and educators about the agreement between the government, the city and licensed day care centres on child care subsidies.

90. Emphasize in all government publications that the provision of child care is a public service similar to that of the provision of education.

91. Promote the positive portrayal of visible minority children in audio/visual materials on child care.

WORKSHOP

ON

HOUSING

WORKSHOP ON HOUSING

The Housing Workshop was chaired in the various locations by local people working in housing-related occupations (Hulene Montgomery, Evelyn Myrie, Cecilia Baker, Margaret Gittens). Presenters were all from the Ministry of Housing including Gwen Maloney, Tom Evans, Carol Poly, Jacques LaGrore and Toni Farley.

The speakers concentrated on the issues of access to affordable housing and the availability of subsidized units. The first topic focussed on the process prospective tenants have to go through to be housed in an Ontario Housing Corporation unit. The Ontario Housing Corporation (OHC) provides rent-geared-to-income housing throughout the province. Through a network of local housing authorities it manages OHC-owned rental units and has agreements for some units in privately-owned buildings under its Rent Supplement Program.

Any person is eligible for rent-geared-to-income housing under the following conditions:

- the members of the household are permanent legal residents of Canada (i.e. Canadian citizen or landed immigrant)

- at least one member of the household is sixteen years of age or older

- tenants who require support services in order to carry out the normal essential functions of day-to-day living and to uphold their responsibilities as a tenant, must arrange for the provision of such services through one or more support service agencies

- former tenants of provincially-sponsored rent-geared-to-income housing who have outstanding arrears can be considered only if the arrears are paid in full

- homeowners are eligible only if they agree to sell their property within a six month period of being offered accommodation

Applicants are no longer required to have lived continuously in Ontario for twelve months prior to applying for subsidized housing, nor are they required to have a permanent address in Ontario to be eligible. A person from out-of-province who is staying in an emergency shelter is eligible. The only restriction currently placed on applicants is that they cannot be living in another province and be eligible for rent-geared-to-income housing in Ontario.

Rental housing is offered on the basis of applicants' need for housing and tenants pay rent based solely on income rather than the size or type of accommodation. The need is determined by the Housing Priority System which allots points to applicants according to a pre-determined set of criteria. Applicants with the same number of points are housed by date of application. The need criteria contained in the priority-rating system includes income, current accommodation costs, overcrowding, special circumstances, and housing conditions. The special priority policy, on the other hand, is a separate system outside the regular priority rating system. It provides assaulted women first access to housing by allowing them to by-pass the regular priority-rating system altogether.

Income points are given on the basis of gross household income, less allowable deductions such as OHIP premiums and child care. Accommodation points are given for the percentage of income that is spent on housing costs, including utilities. A family earns overcrowding points if more than two people share a bedroom, two children of opposite sexes share a bedroom, a single parent shares a bedroom with a child, or a family separation is caused by lack of affordable adequate accommodation. Special circumstances points are given to applicants who have received a notice to vacate or who are living in municipal or charitable emergency shelters. Housing conditions points are awarded if the applicant's current accommodation is considered inadequate or in such a state of disrepair as to be unsafe, or the applicant has a health condition which is aggravated by the current housing circumstances. Finally, special priority status is given to women (and their children) who have been the victims of wife assault and who apply for permanent subsidized housing.

The discussion on access to OHC housing also dealt with racial and language barriers minorities often face in securing affordable or subsidized units. The presenters pointed to Ontario's policy on Race Relations, the Canadian Charter of Rights and Freedoms, and the OHC's Race and Ethnic Policy Statement, all of which are designed as safeguards against discrimination.

The Metropolitan Toronto Housing Authority (MTHA), which houses the largest multi-cultural and multi-racial population in the province, has a policy stating that it will not tolerate discrimination in any form on its premises, among its residents, service providers, or staff. The statement decries prejudice on the basis of colour, race, ancestry, ethnic background, creed, religion, place of origin, sex, sexual orientation, and disability. As well, the MTHA Race Relations Committee is developing multi-cultural and race relations programs and is monitoring their effectiveness.

Concerns were raised about the availability of subsidized units in relation to the demand from immigrant and visible minority applicants. Participants wanted to know more about how OHC develops affordable housing and what the Ministry of Housing's policy is in regard to subsidizing refugee claimants and new immigrants. Since subsidies can only be granted to Ontario residents who are either landed immigrants or citizens, refugee claimants and non-landed immigrants are forced to find accommodation in the private rental market.

The Ministry of Housing's non-profit housing program is a federal/provincial initiative aimed at helping non-profit groups produce modest, cost-efficient housing for people with low to moderate incomes. The flexible nature of the program results in increased access to geared-to-income housing while addressing local community needs. Capital financing for projects built under the program is arranged by the local non-profit corporation with private sector lending institutions. The program provides for National Housing Act (NHA) insurance for mortgage loans from NHA-approved lending institutions such as banks, trust and insurance companies.

Organizations wishing to incorporate in order to create non-profit housing may apply for grants up to $1,000 to assist them in defraying the costs of incorporation and in completing the initial applications. Non-profit organizations involved in the development of non-profit housing are eligible to apply for interest-free loans to help them bring their proposals to a point at which they can be given a provincial commitment. Development loans are available to cover technical and organizational costs which are repaid at the time of the first mortgage advance. If the project does not go ahead, the loans may be forgiven.

There was a good deal of discussion after the presentation. Most were concerned about wider information dissemination regarding housing programs, increased funding for supportive housing and public education on race relations. Concrete recommendations were made.

92. Promote wider information dissemination on housing programs via ethnic and religious press.

93. Identify visible minorities as a group with particular housing needs.

94. Develop a central registry which provides information on the availability of housing to people in need.

95. Develop a mechanism to improve standards of rooming houses.

96. Encourage the Housing Board to form advisory/grievance committees representing tenant needs.

97. Integrate recreational facilities in co-ops and other housing complexes.

98. Provide clear policy guidelines and procedures on race and ethnic relations related to housing.

99. Monitor Bill 10.

100. Develop a manual on policies and procedures regarding race relations for housing staff/managers and tenants.

101. Increase the initial grant to special interest groups sponsoring housing projects from $1000 to $5000, so that they could produce bids that are competitive with developers who are able to assume start-up costs.

102. Extend the proposal deadlines so that community groups would have more time to prepare a suitable project.

103. Allocate land from provincial holdings to community groups.

104. Provide universal access to provincial accommodation allowance similar to that of mothers' allowances.

105. Revise the eligibility criteria to accomodate refugee claimants and non-landed immigrants in the Ontario Housing Commission.

106. Increase funding for supportive housing programs specifically those of Ministry of Health, and Ministry of Community and Social Services and facilitate cooperation between these two ministries.

107. Provide rent subsidies for accommodation in private rental market.

108. Provide staff training to people who work with/in subsidized housing programs.

109. Provide ongoing public education by Ministry of Housing to eliminate racism in housing units.

CONCLUSION

CONCLUSION

The workshops were effective in facilitating information exchange between the government and the community. Government representatives were able to provide information about programs and services in their respective ministries. At the same time, they were afforded an opportunity to learn more about the everyday concerns of immigrant and visible minority women and their need for access to government information and services.

Some government representatives were able to attend all the regional workshops. Local government representatives were able to share regional information and become acquainted with the grassroots community.

A cross section of representatives from the immigrant and visible minority women's community participated. In some areas, for example in Ottawa, male representatives from the ethnocultural communities also attended. In the North, a majority of native women participated especially in the family violence session. The need for an information bank in the North was also identified. Regional sessions on employment and pay equity attracted the most participants.

Common themes emerged in the recommendations from the workshops:

- Improved access to government information and programs through multilingual outreach and trained interpreters.

- Cross-cultural sensitivity training in all phases of government hiring, staff development and evaluation.

- Public education to promote understanding of race relations and immigrant and visible minority women's issues.

Aside from sharing information and discussing strategies for change during the workshop, the participants felt positive about the prior consultation process. The regional assistants were cited as most helpful in information sharing and networking. Most requested similar workshops be held in other cities. This process of consultation and organization of local workshops is a model which was recommended for future informational workshops with visible minority and immigrant women.

APPENDIX

KEYNOTE

SPEECHES

KEYNOTE SPEECH BY DAN MCINTYRE, COMMISSIONER FOR RACE RELATIONS

General Opening Remarks

It is a great pleasure to act as keynote speaker at today's information workshop for visible minority and immigrant women. While I have visited Kitchener several times in the past year, this will be my first opportunity to meet many of you here today.

As you will notice in the brochures in your workshop kits, the goal of this information workshop is to provide a forum whereby:

1. Ontario Government representatives can share up-to-date information with you on programs, services, plans and funding in regard to six identified issues. These issues are:

   - employment equity and pay equity
   - skills training
   - language training
   - child care
   - health, and
   - housing

2. Whereby you, the participants, can identify barriers to equal access to, and participation in, those issues; and

3. Whereby strategies for overcoming these barriers can be identified. The six issues to be discussed were not selected on a whim; they have been identified by you and other women across the province, and indeed across the country, as the issues of most concern to you.

You will note from the goal of the workshop that this is not designed as a "consultation" regarding your concerns and issues, we are very conscious of the complaint that government is constantly consulting and studying issues but rarely doing anything about what it has learned in the consultations. I have often heard, and sympathize with, the exasperation of those who say, "You have consulted us, we've told you our needs and issues, now get on with it."

The government <u>has</u> consulted visible minority and immigrant women in the past, one issue which you or your counterparts have raised is a lack of up-to-date information on the programs and services provided by government, another

issue which has been raised is the existence of barriers within government which cause difficulties in your gaining equal access and equal participation in those programs and services which you attempt to use.

The focus today therefore will not be on identifying problems but rather sharing key information not readily available and sharing information on new approaches aimed at resolving already identified problems.

The workshop is designed to be action - and work-oriented. The success of the workshop depends on the active interaction between the government representatives here today and yourselves.

The government representatives are here to impart information about programs and services. We are also here to learn about structural and other barriers to your access to these programs and services.

It is hoped that common strategies for removing or overcoming these barriers will have been identified at the conclusion of this and other similar workshops to be held across the province over the next three months.

After many years of working with the Federal and Provincial Government, I know better than to make idle promises about what will follow these workshops, but I can assure you that the government of the day is very committed to this initiative.

The planning of these workshops, from the beginning, was closely scrutinized by the Ontario Cabinet Committee on Race Relations.

In fact, the Cabinet Committee on Race Relations should perhaps have received an "honourable mention" on the cover of your workshop brochure along with the three sponsoring agencies: the Ontario Women's Directorate, the Race Relations Division of the Ontario Human Rights Commission, and the Ministry of Citizenship and Culture.

I understand that you have been provided with brief descriptions of some of the organizations but I doubt if you have had time to read them yet, so I will touch on this now.

The role of the Ontario Cabinet on Race Relations is to direct and co-ordinate the policies and activities of the government in the area of race relations.

The Committee encourages specific activities and programs in race relations, such as this one. It also encourages ministries to consider race relations implications of all new and existing policies and programs.

The committee is made up of ministers responsible for the following ministries:

- Attorney General
- Education
- Labour
- Housing
- Citizenship
- Colleges and Universities
- Community and Social Services
- Solicitor General, and
- Skills Development

The Race Relations Division provides advice and assistance to the committee and the Ontario Women's Directorate is also a member, to ensure that the specific needs of visible minority and immigrant women are considered in all deliberations.

The committee is chaired by the Honourable Ian Scott who holds the portfolio of Attorney General and Minister Responsible for Women's Issues; he has also very recently been formally designated as Minister Responsible for Race Relations.

The Ontario Women's Directorate was established in 1983 to spearhead provincial governmental activity in the area of women's issues. It acts as central policy advisor on women's issues to the government; it co-ordinates government policy on employment equity for women, pay equity and wife assault.

It acts as advisor to public and private sector institutions on the development and delivery of programs, services and resources to benefit women.

The Race Relations Division is currently in a state of transition. The division was established as part of the Ontario Human Rights Commission to promote racial harmony in Ontario; to advise and assist the government, private institutions and community-based organizations, such as those you represent, to engage in programs and activities to prevent racial problems.

In the Speech to the Throne on April 28, however, it was announced that the government will create a Race Relations Directorate, and the date when it will be in effect, is not yet known.

The roles and responsibilities of other government agencies will become more apparent to you, I hope, as the day progresses.

In addition to providing a brief overview on the government structure as it pertains to the topics of this workshop, I was also asked to describe how government policy is made. I think that the process of making government policy is similar to making sausages - once you know how they are made, you'll never want to touch them again.

In spite of that, there are all sorts of government policies that provide the framework of the kind of society in which we are to live and prosper. Some of these policies are enunciated in legislation, e.g. Ontario Policy on Race Relations; or are reflected in programs and services that are or are not being provided, e.g. child care.

In all of this, the policies do not drop from the sky but are formulated from the presentation of an idea or problem through a consensus building process, debate and vigourous lobbying to an end product. In that process, there are numerous forces at play, including special interest groups such as non-government organizations; business and labour advocating for or against a particular policy; political leaders; individual voters and government bureaucrats.

The government weighs the issues and the interest on the topic to assess it in light of a myriad of other competing priorities and hopefully chooses the best option to address that issue.

While the process may be tedious and, as in the making of sausages, somewhat less than palatable in the making, the effectiveness of that policy is ultimately dependent on what goes into it. That is why it is essential that people represented here today who understand the key issues affecting visible minority and immigrant women need to provide that input based on the most accurate and up-to-date information on what the government is doing or is planning to do on the provision of services and programs. As good civil servants, the provision of that information is our duty today.

Now I think you have heard enough from me. As indicated before, this workshop is intended to be interactive, a learning experience on all sides, and therefore I will now be pleased to respond to questions or comments which you might have, particularly as they may pertain to Race Relations Policy.

KEYNOTE SPEECH BY DAVID P. SILCOX, THEN DEPUTY MINISTER OF CITIZENSHIP

It gives me great pleasure to be invited here on behalf of my minister, Dr. Lily Munro.

The subject of visible minority and immigrant women is one that is as pertinent to my work as Deputy Minister of Citizenship and Culture, as it is to yours as participants in today's workshop.

It is your involvement in workshops such as this one, that contributes to our government's ideal vision of multiculturalism. So this morning, I would like to explain to you what it is that we do at the Ministry of Citizenship and Culture to promote this vision, and your interests, in the government sphere.

I would like to explain how we turn ideas and concerns into policy and practice. Let me start at the beginning.

Ontario's multicultural policy, which was established in 1977, was built on the basic principles of human rights: equal access to government services; equal opportunity and treatment; and support for cultural retention and sharing. (On June 24, 1987, the government announced the new Multiculturalism Strategy which is committed to equal access and full participation for all Ontarians).

Since then, Ontario has established the Ontario Human Rights Code, to complement the Canadian Charter of Rights and Freedoms, as well as a new race relations policy, instituted in 1986.

The substantial change in the number and nature of immigrants has also affected the development of our multicultural policy. For example, between 1971 and 1981, 55 per cent of all immigrants to Canada came from Africa, Asia, Latin America and the Caribbean. Prior to that, in 1961 for example, 96 per cent of immigrants to Canada came from Europe and the United States.

In other words, in 1961, most immigrants spoke English. By 1983, more than half the immigrants to Ontario spoke neither French nor English. Today, Ontario's cultural composition includes 100 ethnic communities.

To learn about the needs and expectations of the growing number and size of these communities, the ministry decided to review the multicultural strategy. The process started in 1985.

To ensure accuracy in re-assessing Ontario's growing cultural needs and concerns, the Ministry conducted "community dialogues" in 21 communities throughout the province and held "think tanks" with different groups involved in multiculturalism.

Extensive public dialogue is a key component of the review and assessment. By communicating first-hand with the community, we have been able to find out just how they feel about existing programs and whether services are meaningful and appropriate.

We are encouraging the desire and opportunity for people to govern their own affairs, to make their own decisions and to use government as a resource. Which is what I see happening at today's workshop.

We believe that through the consultative process we will determine the best, and most feasible way to make services culturally sensitive and culturally responsive.

That means we need to hear from you. We need to plan for a future not only without racism, but without sexism. This is a formidable task.

To combat racism, the government formulated its new Policy on Race Relations in May 1986.

This policy states:

- The Government of Ontario recognizes that the diversity of our community has brought cultural, social, and economic enrichment to the province and its residents.

- The Government also recognizes that racial minorities often encounter barriers to their full participation in society. The government is committed to equality of treatment and opportunity for all Ontario residents and recognizes that a harmonious racial climate is essential to the future prosperity and social well-being of this province.

To further this commitment, the government announced in the recent Speech from the Throne that it would be establishing a Race Relations Directorate. It will "promote and safeguard equal treatment, access and participation for all Ontarians."

These commitments will also strengthen the government's ability to combat systemic discrimination and help ensure that all residents of Ontario enjoy equal opportunity to employment and fair treatment in the workplace.

How do we make these inspired ideals come true?

We listen and we talk, and then we talk and we listen. We keep the lines of communication open.

This approach has allowed the province to really achieve in terms of its cultural, social and economic development. Government has accomplished the formation of the Ontario Women's Directorate, Bill 154, which is the pay equity legislation still in the works (note: this Bill has been passed and has become law since the time that the workshops took place. The Pay Equity Act became effective on January 1988), heritage language programs, and affirmative action.

No one must be left out because of a lack of education or because the system has failed to meet their particular needs. We are finding ways - with your help - to accommodate all of the different racial, ethnic, religious and cultural differences we enjoy in Ontario.

The Ontario Immigrant Women's Network and the Coalition of Visible Minority Women are examples of advocacy organizations which provide government with an awareness of your concerns.

Your involvement assures the efficacy of our policies. For example, the Ministry of Citizenship and Culture is significantly involved in the provincial government's $12.5 million initiative against family violence.

The persistent and conscientious work of immigrant women and those who work directly with victims of wife assault, has paid off. As a result of this pressure, the ministry is now providing much-needed cultural interpreters to help immigrant women who are the victims of family violence.

Three Cultural Interpreter Access Centres have been set up in Toronto, Thunder Bay and Niagara. We will also be providing Intercultural Communication Training to those who work with the victims of wife assault, to ensure that culturally sensitive services are provided.

We are providing resource materials to train interpreters and to provide immigrant women with information on the issues of family violence and wife assault. Of course, all the information booklets and brochures are of very little value if they cannot be understood, or read.

Which brings me to the topic of the ministry's literacy program.

In September 1985, the ministry announced the Ontario Community Literacy Program. Its intention is to provide grants to target groups such as those dealing with native people, sole support mothers and persons with disabilities.

With the cooperation of the ministries of Education and Skills Development, resource publications are being produced - a bilingual brochure called "partners in literacy" and a directory of local literacy programs.

(In the fall of 1987, lead responsibility for literacy was transferred to the Ministry of Skills Development.)

KEYNOTE SPEECH BY NAOMI ALBOIM, THEN DIRECTOR OF POLICY AND RESEARCH BRANCH, ONTARIO WOMEN'S DIRECTORATE

I am very pleased to be here in Sudbury today as keynote speaker for this information workshop for visible minority and immigrant women.

This is the fourth in a series of workshops being held in five centres across Ontario. The purpose of the workshops is to answer questions on what the government is doing in a number of areas of key interest to visible minority and immigrant women like you and to provide a forum for discussion.

I hope that at the end of today you will have gained some new information on government programs that will help you as individuals or as members of groups serving visible minority and immigrant women.

I hope also that you will provide the workshop with information drawn from your own perspective on barriers to equal access to government services.

Further, I hope that individually or in groups you will be able to think about strategies for overcoming these barriers - for making access better for visible minority and immigrant women.

The topics for group discussion this morning and this afternoon are issues which have been identified by women across the province in conferences and seminars that have gone before this meeting. They come forward again and again as the major issues of concern to visible minority and immigrant women.

The issues are:

- employment equity and pay equity
- skills training
- language training
- child care
- family violence
- housing

Underlying these particular issues is a concern of visible minority and immigrant women that they lack up-to-date information on the programs and services provided by government. They are further concerned by apparent barriers within government which cause difficulty to their gaining equal access and equal participation in those programs and services which they do attempt to use.

Government has taken measures on these six broad issues, as the panelists will later tell you. They will be sharing information on ongoing programs in government and on new approaches to resolving the identified issues.

Once you have the information on programs and the names of contact people, you may discover that the issues of particular concern to you are part way towards being resolved, and that you are in a position to take your own solutions further with this information.

There is always more that can be done. For that reason, I hope that you will take the time to talk about strategies to improve access to government services for visible minority and immigrant women. I would suggest further as users of government services, that after you leave here today, you make your views known to local service providers. Often there are steps that can be undertaken locally to meet community needs without the longer route of lobbying in Toronto.

The workshop is designed to be action oriented. The success of this workshop today depends on an active interaction between the government representatives and yourselves.

The five regional workshops for visible minority and immigrant women are jointly sponsored by the Ontario Women's Directorate, the Race Relations Division of the Ontario Human Rights Commission and the Ministry of Citizenship and Culture. Together these agencies are represented on the Cabinet Committee on Race Relations which could be termed the overall sponsor of this event.

I would like to speak briefly about the activities of each of these sponsoring bodies.

The Cabinet Committee on Race Relations is made up of the Ministers responsible for the following ministries;

Attorney General
Education
Labour
Housing
Citizenship and Culture
Colleges and Universities
Community and Social Services
Solicitor General
Skills Development
Status of Women

You will note that this encompasses most of the subject areas for today's discussions. The role of the Ontario Cabinet Committee on Race Relations is to direct and co-ordinate policies and activities of the government in the area of race relations. The committee encourages specific activities and programs in race relations, such as this workshop today. It also encourages ministries to consider the implications of all new and existing policies and programs on immigrant and visible minority residents of Ontario.

The Cabinet Committee on Race Relations reports to Cabinet where their recommendations are turned into government policy.

The Ontario Women's Directorate, which I represent here today, was established in 1983. It brought together the Women's Bureau and the Women Crown Employees Office into a single agency to advise the provincial government on women's issues. The Women's Directorate acts as a catalyst in government to ensure that the perspective of women is incorporated into government initiatives and that steps are taken to address issues of concern to women.

The Women's Directorate has a number of programs to promote equal opportunity for women. The Directorate co-ordinates the government's own program of employment equity for women. The Directorate initiated the newly passed legislation for pay equity. The Directorate has a program to limit family violence against women.

The Women's Directorate acts as an advisor to public and private sector institutions on the development and delivery of programs, services and resources to facilitate equality of women in the work place.

The Directorate currently is placing a priority on issues affecting visible minority and immigrant women. In addition to these workshops, the Directorate is working on language training, skills training, accreditation for those trained outside of Canada and economic development for native women, to name a few. We are looking to these workshops to assist us in expanding our agenda on programs for visible minority and immigrant women.

The Race Relations Division was established as a part of the Ontario Human Rights Commission. Its purpose was to promote racial harmony in Ontario, to advise and assist the government, private institutions and community based organizations, and to engage in program and activities to prevent racial problems.

The April speech from the Throne highlighted an enhanced role for the Race Relations Division as the Race Relations Directorate. There will be a new mandate building on the experience of the original Race Relations Division, "to promote and safeguard equal treatment, access and participation for all Ontarians".

The Ministry of Citizenship and Culture implements Ontario's multi-cultural policy. On Wednesday, June 28, 1987, the Honourable Lily Munro, then Minister of Citizenship, announced a new strategy for Ontario multiculturalism. After a series of consultations in 1985 and 1986 across Ontario with representatives of all cultural communities, the new multi-cultural strategy was developed to meet the primary concerns expressed to the government:

- barriers to public services exist and must be eliminated
- multi-culturalism includes all Ontario cultural heritages
- multi-culturalism should be a government-wide responsibility shared by all ministries.

This strategy on multi-culturalism puts action behind strong principles, demonstrates respect for cultural differences, values cultural heritage, and seeks to ensure that everyone contributes and everyone benefits.

Change in the number and nature of immigrants to Ontario has influenced the development of our multi-cultural policy. Prior to 1961, 96 per cent of immigrants to Canada came from Europe and the United States. In the ten years from 1961 to 1971, more than half came from Africa, Asia, Latin America and the Caribbean.

New ways are being searched out to accomodate all of the different racial, ethnic, religious and cultural differences that we enjoy in Ontario. Some current initiatives include a multi-lingual public education program on family violence, development of a system of cultural interpreters, and a community program on literacy. This workshop today to bring information to immigrant and visible minority women is another response to requests for services from the multi-cultural community.

That completes my introduction of the agencies involved in sponsoring the workshops. I would now like to turn briefly to the policy development process in government.

A complaint we hear too often from public interest groups, including those representing visible minority and immigrant women, is that government is forever consulting with its client groups as to what it should do but does not get around to actually <u>doing</u> anything with the resulting recommendations.

The recent announcements on multi-cultural initiatives should demonstrate that consultation <u>does</u> lead to action. Consultation is important if the action taken is to be appropriate and of interest to the community which it is designed to serve. An extensive dialogue with the public is therefore an important component of policy development. By communicating first-hand with the community we are able to find out whether services are meaningful and appropriate, and whether there are changes required.

Information from the public is gathered in many ways. Elected members of the provincial parliament communicate directly with their constituents through meetings and correspondence. Committees of the legislature will study particular issues and hold public hearings to solicit views.

Government agencies receive letters and deputations from the public. They also actively go out to seek public opinion with meetings and discussion papers.

Policies and programs are formulated through a consensus building process starting with an idea or problem, adding in a diversity of opinions, proceeding through debate, and lobbying, to a decision. Through all this there are numerous forces at play including special interest groups from community organizations, business and labour, political leaders, individual voters and government officials.

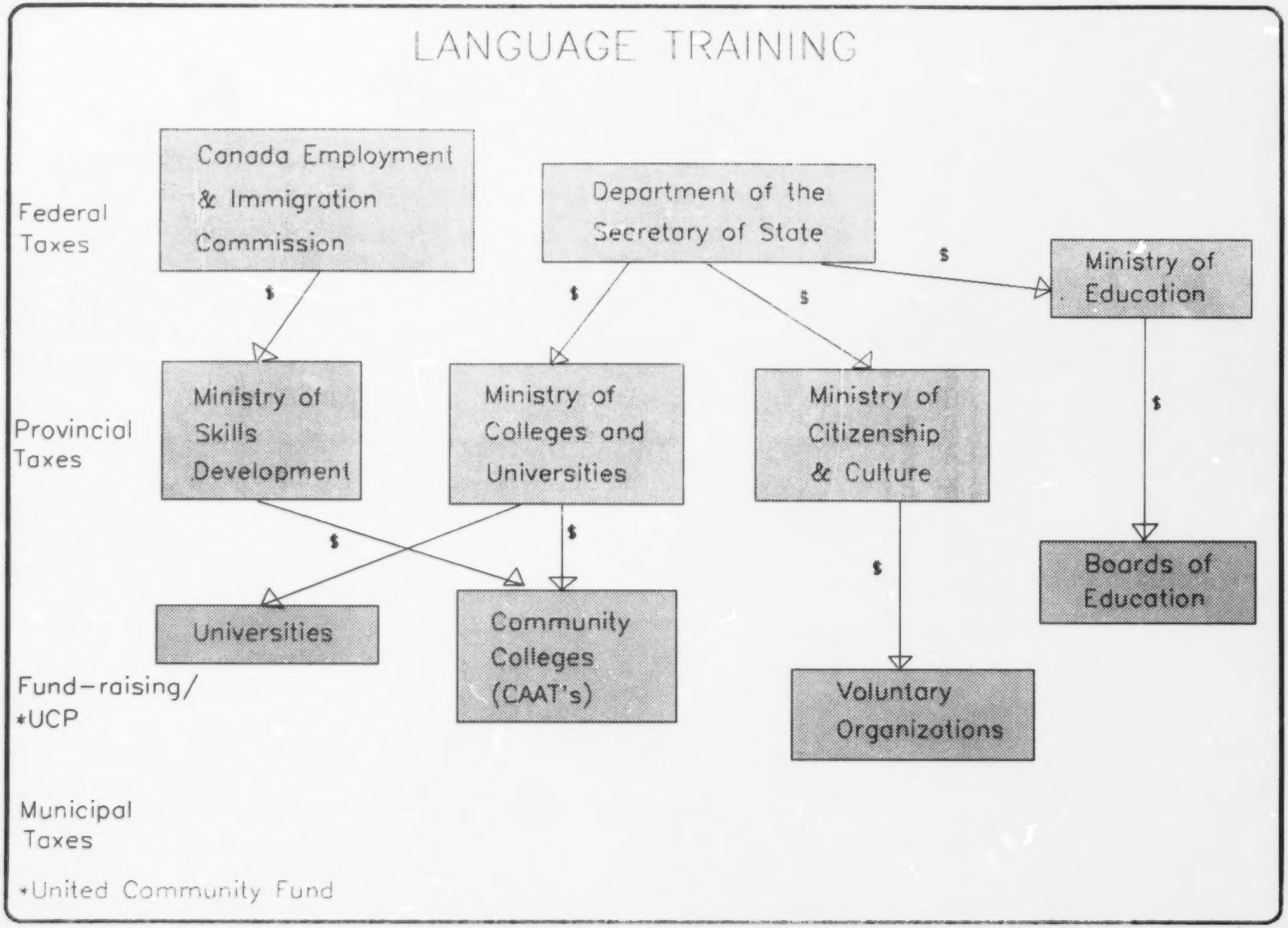
An important component of the public in this policy making process is women like you, whether in groups or as individuals. Women are increasingly influencing legislation, lobbying for causes and joining the political process. Through your presence here today at this workshop you are influencing change, yourselves. You are contributing your voice to the group of visible minority and immigrant women - a group that government has said it will listen to as we move forward in the future, so that programs will fully meet the needs of the full spectrum of Ontario society.

I wish you a very satisfying day as you move into the discussion groups you have chosen. In terms of follow-up arising from these workshops, I am hoping that there will be some common suggestions for further actions and future strategies emerge from among the five regional meetings. These will then go to the sponsoring agencies for consideration and future action.

CHART

ON

LANGUAGE TRAINING


LANGUAGE TRAINING
Federal Taxes
Provincial Taxes
Fund-raising/ *UCP
Municipal Taxes
*United Community Fund
Canada Employment & Immigration Commission
Department of the Secretary of State
Ministry of Education
Ministry of Skills Development
Ministry of Colleges and Universities
Ministry of Citizenship & Culture
Boards of Education
Universities
Community Colleges (CAAT's)
Voluntary Organizations
$

REGIONAL WORKSHOPS

- PRESENTERS -

REGIONAL WORKSHOPS

	Central	Southwest	Eastern	Northern	Metro
Includes	Hamilton, Niagara, St. Catharines, Burlington, Guelph, Peel, Oakville, Welland, Cambridge, Brantford, Kitchener.	Windsor, Sarnia, Leamington, London.	Ottawa, Peterborough, Belleville, Kingston.	Kenora, Thunder Bay, Sudbury, Sault Ste. Marie, Timmins.	and surrounding areas.
Date	May 29, 1987	June 12, 1987	June 20, 1987	June 27, 1987	July 3, 1987
Location	Kitchener, the Walper Terrace Hotel	Windsor, National Travellers Hotel	Kingston, Queen's University	Sudbury, Northbury Hotel	Toronto, Holiday Inn Downtown
Workshop Assistant	Ariarani Ariaratram	Evelyn Myrie	Monica Buchanan	Vilna Carter, Christi Pervais	Akua Benjamin
Keynote Speaker	Dan McIntyre, Commissioner, Race Relations Division, Ontario Human Rights Commission	David Silcox, then Deputy Minister, Ministry of Citizenship	Clive Joakim, Director, Citizenship Development Branch, Ministry of Citizenship	Naomi Alboim, then Director of Policy and Research Branch, Ontario Women's Directorate	Naomi Alboim, then Director of Policy and Research Branch, Ontario Women's Directorate
Attendance	90 persons	90 persons	100 persons	90 persons	200 persons

LISTS OF PRESENTERS

Language Training Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Chairperson	**Anna Hemmendinger** 138 Dunbar Rd. South, Waterloo, Ont. N2C 2E9 (416) 745-5452	**Thomas Zicari** Teachers of ESL Assoc. of Ontario Windsor Essex County Affiliate 744 Ouellette Ave., Suite 206, Windsor, Ont. N9A 1C3 (519)973-6160	**Nina Chahal** Frontenac County Board of Education 153 Van Order Dr., Kingston, Ont. K7M 1B9 (613)542-9894	**Mila Wong** President Sudbury Multicultural Folk Arts Association 469 Galaxy Crt., Sudbury, Ont. P3E 5K6 (705)674-0795	**Jenny Vane** ESL Instructor Chinese Interpreter and Information Services 58 Cecil St., Toronto, Ont. M5T 1N6 (416)598-2022
Presenters	**Jean Unda** Co-ordinator, Special TESL Training and Development Ministry of Citizenship 77 Bloor St., W.,5th. Floor, Toronto, Ont. M7A 1R9 (416)965-1192	**Jean Unda** Co-ordinator, Special TESL Training and Development Ministry of Citizenship 77 Bloor St., W.,5th. Floor, Toronto, Ont. M7A 1R9 (416)965-1192	**Jean Unda** Co-ordinator, Special TESL Training and Development Ministry of Citizenship 77 Bloor St., W.,5th. Floor, Toronto, Ont. M7A 1R9 (416)965-1192	**Leona Watson** Sr. Policy Analyst College Affairs Branch Ministry of Colleges & Universities 10th Floor, Mowat Block, 900 Bay St., Toronto, Ont. M7A 1L2 (416)965-0185	**Jean Unda** Co-ordinator, Special TESL Training and Development Ministry of Citizenship 77 Bloor St., W.,5th. Floor, Toronto, Ont. M7A 1R9 (416)965-1192
	Leona Watson Sr. Policy Analyst College Affairs Branch Ministry of Colleges & Universities 10th Floor, Mowat Block, 900 Bay St., Toronto, Ont. M7A 1L2 (416)965-0185	**Leona Watson** Sr. Policy Analyst College Affairs Branch Ministry of Colleges & Universities 10th Floor, Mowat Block, 900 Bay St., Toronto, Ont. M7A 1L2 (416)965-0185	**Leona Watson** Sr. Policy Analyst College Affairs Branch Ministry of Colleges & Universities 10th Floor, Mowat Block, 900 Bay St., Toronto, Ont. M7A 1L2 (416)965-0185	**Jean Unda** Co-ordinator, Special TESL Training and Development Ministry of Citizenship 77 Bloor St., W.,5th. Floor, Toronto, Ont. M7A 1R9 (416)965-1192	**Leona Watson** Sr. Policy Analyst College Affairs Branch Ministry of Colleges & Universities 10th Floor, Mowat Block, 900 Bay St., Toronto, Ont. M7A 1L2 (416)965-0185

Language Training Workshop

Presenters

CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Brian Jewett Counsellor, Canada Employment Centre 50 Queen St.W., P.O. Box 9011, Kitchener, Ont. N2G 4L6 (519)579-1550	Charlene Montrose Liason Counsellor, Canada Employment Centre 467 University Ave. W., Windsor, Ont. N9A 5R1 (519)254-1611	Catherine Patterson Kidd Co-ordinator, English as a Second Language Algonquin College 1385 Woodsworth Ave., Napanee, Ont. K2G 1V8 (613)727-9400	Mr. Guy Lamreux Chairman Linquiestre Centre Cambrian College 1600 Berrydown St., Sudbury, Ont. P3A 3V8 (705)566-8101	Mr. Abbas Naqui Employment Skills Consultant, Employment Skills Directorate, Canada Employment and Immigration, Ontario Region 4900 Yonge Street, Suite #700, Willowdale, Ont. M2N 6A8 (416)224-4733
John Goddard Sr. Adult Education Officer Conestoga College 435 King St. North, Waterloo, Ont. N2J 2Z5		Mike Wingrow Dean Basic & General Studies Dept. St. Lawrence College St. Laurent King & Portsmouth, Kingston, Ont. K7L 5A6 (613)544-5400		

Skills Training Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Chairperson	Doreen Johnson 496 Main St.E., Hamilton, Ont. L8N 1K7 (416)522-0397	Marcia Edwards Third World Resource Center 125 Tecumseh Rd.W., Windsor, Ont. N8X 1E8 (519)252-1517		Dorothy Ellis Chairman of Applied Arts Cambrian College 1400 Barrydowne Rd., Sudbury, Ont. P3A 3V8 (705)566-8101 Ext.253	Winnie Ng Co-ordinator English in the Workplace Program Centre for Labour Studies 954 King St.W., Main Floor, Toronto, Ont. M6K 1E5 (416)971-5893

Skills Training Workshop

Presenters

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Colleen Galloway
Target Group Co-ordinator

Employment & Pay Equity Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Chairperson	Carolyn Brown Director Equal Employment Opportunity Regional Municipality of Waterloo Marsland Centre, Waterloo, Ont. N2J 4E7 (519)885-9502	Lucie Marcus Recruitment and Employment Equity Officer City of Windsor City Hall P.O. Box 1607, Windsor, Ont. N9A 6S1 (519)255-6749	Penny Smiley Employment Equity Officer, Frontenac County Board of Education 220 Portsmouth Mail bag 610, Kingston, Ont. K7L 4X4 (613)544-6920	Myrna Holman Employment Equity Coordinator Lakehead University Oliver Rd., Thunder Bay, Ont. P7B 5E1 (807)343-8356	Ceta Ramkalawansingh City of Toronto Manager Contract Compliance Program 180 Dundas St.W., Suite #301, Toronto, Ont. M5G 1Z8 (416)392-7855

Employment & Pay Equity Workshop

Presenters

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Suzanne Silk Klein
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Employment & Pay Equity Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Presenters	John Lounds Manager Program Development and Data Analysis Consultative Services Branch Ontario Women's Directorate 480 University Ave., 2nd. Floor, Toronto, Ont. M5G 1V2 (416)597-4568	John Lounds Manager Program Development and Data Analysis Consultative Services Branch Ontario Women's Directorate 480 University Ave., 2nd. Floor, Toronto, Ont. M5G 1V2 (416)597-4568	Sue Varla Employment Equity Consultant Consultative Services Branch Ontario Women's Directorate 480 University Ave., 2nd. Floor, Toronto, Ont. M5G 1V2 (416)597-4547	Nancy Recollet Race Relations Consultant Race Relations Division Ontario human Rights Commission 199 Larch St., 6th. Floor, Sudbury, Ont. P3E 5P9 (705)675-4455	Alicia Edano Paul Race Relations Consultant Race Relations Division Ontario Human Rights Commission 400 University Avenue, 11th. Floor, Toronto, Ont. M7A 1T7 (416)965-1613

Family Violence Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Chairperson	Basu Majumdar Faculty of Health Sciences McMaster University 1200 Main St.W., Hamilton, Ont. L8N 3Z5 (416)525-9140 ext.2726	Pauline Doxtator Project Manager, Native Woman's Needs Assessment 81 Rideout St.S., London, Ont. N6C 3T2	Dr. May Pearsons 325 University Ave., Kingston, Ont. K7L 3R4 (613)542-2902	Freda McDonald 1252 John Street, Thunder Bay, Ont. P7B 2A3 (807)766-2059	Martha O'Campo Board Member, Shirley Samaroo House, 2926 Oak Road, Mississauga, Ont. L5N 1W9 (416)567-4037
Presenters	Vicki Trerise Provincial Co-ordinator Family Violence Unit Ontario Women's Directorate 480 University Ave., 2nd Floor, Toronto, Ont. M5G 1V2 (416)597-4519	Nancy Richler Family Violence Unit Ontario Women's Directorate 480 University Ave., 2nd Floor, Toronto, Ont. M5G 1V2 (416)597-4500	Vicki Trerise Provincial Co-ordinator Family Violence Unit Ontario Women's Directorate 480 University Ave., 2nd Floor, Toronto, Ont. M5G 1V2 (416)597-4519	Nancy Richler Family Violence Unit Ontario Women's Directorate 480 University Ave., 2nd Floor, Toronto, Ont. M5G 1V2 (416)597-4500	Nancy Richler Family Violence Unit Ontario Women's Directorate 480 University Ave., 2nd Floor, Toronto, Ont. M5G 1V2 (416)597-4500 Virginia Adamson Family Violence Unit Ontario Women's Directorate 480 University Ave., 2nd Floor, Toronto, Ont. M5G 1V2 (416)597-4500

Family Violence Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Presenters					Diana Abraham Co-ordinator, Newcomer Integration, Ministry of Citizenship 77 Bloor St. West, 5th Floor, Toronto, Ontario M7A 2R9 (416)965-6621 Deborah Bartlett Family Violence Unit Ontario Women's Directorate 480 University Avenue, 2nd Floor, Toronto, Ontario M5G 1V2 (416)597-4500

Child Care Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Chairperson	Jassy Randehol 14-205 Brandon Avenue, Kitchener, Ont. N2M 2J2 (519)623-4220	Marcel Campbell 44-55 Lawson Road, London, Ont. N6G 3W2 (519)657-9811	Moira Willis Child Care Worker 96 Queen's Crescent, Kingston, Ont. K7L 2S8 (613)542-4373 (613)542-4915	Nella Curtis Sudbury Multicultural Folk Arts Association 469 Galaxy Court, Sudbury, Ont. P3E 5K6 (705)674-0795	Angela King Social Worker Children's Aid Society 40 Asquith Ave., Suite #1301, Toronto, Ont. M4W 1J6 (416)536-6612
Presenters	Pam Bowman Ministry of Community and Social Services, 495 Richmond St., London, Ont. N6A 5A9 (519)438-5111	Brenda Varn Early Childhood Consultant Ministry of Community and Social Services 495 Richmond St., London, Ont. N6A 5A9 (519)438-5111	Deborah Collins Acting Program Advisor Ministry of Community and Social Services 1055 Princess St., Kingston, Ont. K7L 5T3 (613)545-0593	Lindsay Weld Ministry of Community & Social Services North Regional Office 473 Queen St., Sault Ste. Marie, Ont. P6A 1Z5 (705)949-8052	Marilynn Austen Early Childhood Education Consultants Ministry of Community & Social Services Day Care Unit 2195 Yonge St., 8th Floor, Toronto, Ont. M7A 1E1 (416)965-5340

Housing Workshop	CENTRAL	SOUTHWEST	EASTERN	NORTHERN	METRO TORONTO
Chairperson	Hulene Montgomery Director YWCA 84 Frederick Street, Kitchener, Ont. N2H 2C7 (519)744-7424	Evelyn Myrie Coordinator Host Program Windsor Family Y 511 Pellisier Ave., Windsor, Ont. (519)258-9622	Cecilia Baker Director North Kingston Community Development Centre 286 Montreal St., Kingston, Ont. K7K 3H1 (613)542-2884		Margaret Gittens Neighborhood Legal Services 238 Carlton Street, Toronto, Ont. M5A 2L1 (416)961-2625
Presenters	Gwen Maloney Ministry of Housing 55 Hess St. South, Hamilton, Ont. L8P 4R8 (416)521-7500	Tom Evans Program Coordinator Ministry of Housing 380 Wellington St.,Suite #1100, London, Ont. N6A 5B5 (519)679-7110	Carol Poly Housing Analyst Ministry of Housing 1150 Morrison St., Ottawa, Ont. K2H 8S9 (613)820-8305	Jacques LaGrore Regional Housing Programs Office Ministry of Housing 1191 Lansing Ave., Sudbury, Ont. P3A 4C4 (705)560-6350	Toni Farley Senior Program Coordinator Central Ontario Region Ministry of Housing 47 Sheppard Ave.E., Suite #514, Willowdale, Ont. M2N 2Z8 (416)224-7643

LISTS OF WORKSHOP PARTICPANTS

CENTRAL REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Adasme, Maria	Central American Association
Affleck, Doreen	Burlington English as a Second Language Committee
Alegre, Gina	Cambridge Multicultural Centre
Alpay, Aysel	Kitchener-Waterloo Newcomers Language Orientation Program
Ariaratnam, Ariarani	Focus for Ethnic Women
Arjomand, Azizeh	Fantasia Foods and Feasts
Athanassiades, Andri	Kitchener-Waterloo Folk Arts Multicultural Centre
Ausma, Upmalis	Latvian Association
Avetissian, Elizabeth	Hamilton District Council of Women
Badee, May	Bahai faith
Balos, Veselinca	St. Louis School
Bain, Dr. Bill	Race Relations, Kitchener
Banduk, Umul	East Indian Ladies Club
Botelho, Nellia	Hamilton Multicultural Centre
Brooker, Mary Joan	Young Women's Christian Association
Brown, A. Carolyn	Regional Municipality of Waterloo
Bryan, Merlene	
Cain, Robin	Niagara Women In Crisis
Castrodale, Philip	Congress of Italian Canadians
Chang, Eiling	
Chisholm, F.	
Chiu, Cathy	Chinese Canadian Association

CENTRAL REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Comens, Pam	Kitchener-Waterloo Newcomers Language Orientation Program
Coons, Dianne	Mohawk College English as a Secondary Language
Costa-Pinto, Sulamita de Britto	Kitchener-Waterloo Latin American Support Group
Cressman, Myrna	English in the Working Environment
Cuildon, Eva	Hamilton Multicultural Centre
Davenport, Mrs.	The Hamilton Wentworth Children's Aid Society Public Relations Department
Da Silva, Alina	Fantasia Foods and Feasts
Duarte, Lydia	Hamilton Multicultural Centre
Dubey, Shanta	East Indian Ladies Club
Dudley, Rita	Focus for Change Campus
Edano-Paul, Alicia	Race Relations Directorate
Falconer, Millie	Native Centre
Fernandes, Elizabeth	
Foster, Robert	Stewart Memorial Church
Gakhal, S. Hardev	World Sikh Organization
Goshgarian, Lydia	Hamilton & District Multicultural Council
Hajoseh, Maria	Hamilton Multicultural Centre
Harnett, Lisa	Focus for Ethnic Women
Hemendinger, Anna	
Herman, Sharon	Conestoga College
Hiller, Chris	Community Meditation
Hu, Youxing	
Ingham, Sandy	Race Relations Committee for Education

CENTRAL REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Jam, Joey	
Johnson, Doreen	Race Relations Committee, Hamilton
Johnson, Ruby	Ministry of Labour
Jones, Jim	Mohawk College English as a Secondary Language
Kesavan, Kalpana	East Indian Ladies Club
Kesavan, Laximi	East Indian Ladies Club
Khan, Bashir	Pakistani Canada Cultural Society of Hamilton Wentworth Region
Khare, Ulka	Focus for Ethnic Women
Kirby, Kelly	English in the Working Environment New Hamburg Community Services
Kobelsky, Helen	Social Awareness Office of Roman Catholic Diocese
Koenig, Sandy	Kitchener-Waterloo Newcomers Language Orientation Program
Kortschdt, Lynn	Cambridge Multicultural Centre
Kulkarni, Lata	East Indian Ladies Club
Lambert, Marilyn	Conestoga College
Liao, Daming	
Loks, Francis	
Losee, Shirley	Waterloo County School Board
Lui, Pei Liu	
Mackenzie, Nora	Kitchener-Waterloo Newcomer Language Orientation Program
Mahmoodi, Farigh	Bahai Community
Malik, Fatima	Multicultural Centre
Maloney, Gwen	Ministry of Housing
McMahon, Mary Lynn	School Race Relations/Newcomers Settlement

CENTRAL REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

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Minke, Sande	English in the Working Environment
Mitrovic, Lilly	
Montgomery, Hulene	Young Women's Christian Association
Murphy, Jane	Women and Health
Musgrove, Carol	Weejeendimin Native Centre
Nagel, Linda	Fantasia Foods and Feasts
Nagi, Daljeet	East Indian Ladies Club
Nanda, Manorama	East Indian Ladies Club
Natesan, Nalini	
Oliveria, Nuno	Portuguese Association of St. Michael The Archangel
Par, Vicki	Niagara Women In Crisis
Parada, Maria	Fantasia Foods and Feasts
Pathria, Raj	East Indian Ladies Club
Perz, Gricelda	Kitchener-Waterloo Newcomer Language Orientation Program
Pullen, Bev	Young Women's Christian Association
Ragde, Shanta	Focus for Ethnic Women
Ramedahall, Jassie	
Sadler, Elizabeth	Mohawk College English as a Second Language
Sahas, Myrta	Multicultural Centre
Seevaratnam, Sashika	
Seevaratnam, Pushpa	Focus for Ethnic Women
Seltui, Ojulay	St. Louis School
Semple, Ida	Race Relations

CENTRAL REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Shanka, A. Yelaja	Dean, Faculty of Social Work, Wilfred Laurier University
Skorpid, Doris	Major's Race Relations Committee
Soltani, Gulay	Bahai Association
Sorger, Lennore	Interfaith Council of Human Rights
Sousa-Batista, Ines	Cambridge Multicultural Centre
Sgr. Sullivan, Terry	
Sujatha, Yelaja	India-Canada Association
Takhar, Nirmal	Asian Human Rights Association
Talwar, Swaran	East Indian Ladies Club
Timpano, Dorothy	Niagara Women in Crisis
Trotter, Carol	Conestoga College
Turner, Tana	Ontario Women's Directorate
Vellinga, Marg	Conestoga College
Vo, Thanh	St. Louis Adult Learning Centre
Walsh, Norma	Regional Municipality of Hamilton Wentworth Department of Social Services
Ward, Scouter	Race Relations Directorate
Warringer, Diane	Fantasia Foods and Feasts
Weltz, Gail	Kitchener-Waterloo Newcomer Language Orientation Program
Whist, Eric	Race Relations Directorate
Witter, Merv	Ontario Human Rights Commission
Yelaja, Priti	India-Canada Association
Young, Mabel	Chinese Cultural Association

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Alexander, Patricia	Heritage Committee
Arantino, Anna	The Teen Health Centre & Inn Of Windsor
Armour, Rose Marie	Roman Catholic Children's Aid Society
Arya, Ved	South Asian Centre
Atkins, Hilda	Hour A Day Study Club
Augustin, Jess	Third World Resource Centre
Banga, Agris	Latvian Association of Windsor
Barei, Peter	Sicilian Club of Windsor
Barker, Carl	Canadian Caribbean Association
Barsky, Eve	Young Men's Christian Association
Belulis, Don	Helenic Club (Greek)
Bhatnagar, Denina	East Women's Association
Bird, Peggy	Chippawas of Sarnia
Booth, Gerry	
Bourassa, Louise	Woman Power Incorporation
Brathwaite, Evans	Barbadian Canadian & Friends Association
Brathwaite, Lucille	Barbadian Canadian & Friends Association
Bulat, Ann	St. Clair College (E.S.L.)
Burey, Rev. Owen	Chatham-Kent Multicultural Council and Caribbean Canadian Association
Burgess, Claudette	Canadian Caribbean & West India Association
Butcher, Carrie	London Multicultural Youth Association
Butihen, Hermina	Philippino Club of Windsor
Capuano, Tony	Family Y

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Campbell, Marcelle P.	Trinidad & Tobago Association of Ontario, London Chapter
Chacko, James	India Canada Association
Chang, Sandy	Immigrant Community Outreach
Chen, Sue	Immigrant Community Outreach
Chen, Vivian	Youth Employment Counselling Centre
Chopru, Anouf	
Chu, Clara M.	Chinese Canadian National Council, London Chapter
Clarke, Daphne	Immigrant Women's Information Centre
Copeland, Christine	
Coulter, Kim	Woman Power Incorporation
Davey, Ann	Serbian Community Centre
David, Agnes	Windsor Public Library
Davis, Elise	The North American Black Historical Museum
Dematos, Edwardo	
Dhanvantari, Sheela	South Asian Centre
Doumkou, Ann	Immigrant Community Outreach
Duxtator, Terry	Indian Friendship Centre
Edwards, Marcia	Third World Resource Centre
Elliot, Martha	Multicultural Council of Windsor and Essex County
Evans, Daisy	Hour Day Study Club
Eves, Eleanor	St. Clair College
Fang, Shahana	
Farooquit, Shahana	South Asian Centre
Fordjour, Marian	Third World Women's Group

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Fuller, Lydia	Young Women's Christian Association
Gajewski,	Polish Canadian Centre Association
Gamage, Nanda	India Canada Association
Gamble, Donna	Downtown Citizen Community Organization
Gebrezgie, Mebrak	Immigrant Women's Centre
George, Sharon	Indian Friendship Centre
Gilmore, Patricia	Central American Office
Gipson-Simpson, Joella	Lifelong Management Development Services
Glass, Sandra	Women's Enterprise Skills Training
Glenn, Inez	Windsor West Indian Association
Goodham, Kuz B.	
Green, Eleanor	Hour A Day Study Club
Green, Judy	London Refugee Claimant Support Group
Green How, Martha	Third World Resource Centre
Greene-Potomski, Janet	Windsor Women's Incentive Centre
Greenhow, Martha	Third World Resource Centre
Grenier, Bernadette	Assoc. Can. Francaise de L'Ontario
Haffajee, Khadija	Ottawa Muslim Women Auxillary
Harris, Billie	Hour a Day Study Club
Haung, Evelyn	St. Clair College
Henry, Patricia	Lambton County Native
Higginbottom, Anne	Teaching English as a Second Language (T.E.S.L.)
Holoschuk, Elaine	Windsor Roman Catholic School Board

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Ing, Dan	Windsor Black Coalition And Urban Alliance On Race Relations
Isaac, Barbara	Coalition of Visible Minority Women (Ontario)
Jarooqui, Shahana	South Asian Centre
Kent, Irene	Canada Employment Centre
Koonar	Sikh Cultural Society of Metropolitan Windsor
Lai, Terry	Essex Chinese Association
Lan, Gisele	Essex County Chinese Canadian Association
Lewis, Anabell	Hour A Day Study Club - Windsor
Maheaux, Pauline	Windsor Refugee Office
Mahoney, Kerry	Anglican Refugee Committee
Maino, Mary	Women's Program St. Clair College
Manzig, Sandra	Ontario Council on the Status of Women
Masia, Sefora	
McCurdy, Patricia	St. Clair College Affirmative Action Committee
McDonald, Diana	Visible Minority Youth Project
Meloche, Janet	Teachers of English as a Second Language (T.E.S.L.)
Menon, C.	Sikh Community
Merucci, Josephine	Windsor Housing Authority
Mesfiu, Azieb	Third World Resource Centre
Michie, Pat	St. Clair College Women's Centre
Michu, Clara	Chinese Canadian National Council, London Chapter

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Middleton, Penny	City Of Windsor Social Services Department
Miller, Donna	Hiatus House
Moreira, Natalie	New Portuguese Centre of London
Myrie, Evelyn	Refugee Host Program
Neely-McLundy, Patricia	Affirmative Action Committee St.Clair College-Race Relations
Nguyen, Luu	Vietnamese Association
Olbey, Leona	Hour A Day Study Club
Opoka, Margaret	
Paraiso, Antonia	Philippino Canadian Association
Paulovich, Nancy	Youth Employment Counselling Centre
Peer, Ismail	
Pham, My	Vietnamese Association
Piekos, Richard	Polonia Centre Club
Piggot, Mary	Caribbean Canadian Association
Plante, Linda	Youth Employment Counselling Service
Porter, Pam	
Raju, Padmini	Immigrant Women's Information Centre
Reavely, Martha	
Remekie, Debbie	Immigrant Women's Information Centre
Rempel, Zillah	Women Immigrants of London
Riley, Betty	Windsor Urban Alliance on Race Relations
Rizal, Jose	Philippines-Organization
Rusick, Nevi	Windsor Italian Canadian Culture Centre

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Sasso, Kathy	City Of Windsor Social Services Department
Semeneieh, Suzanne	Hiatus House
Serviss, Anne	Teen Health Center
Simpson, Betty	Afro-Canadian North American Black Historical Museum and Cultural Centre
Simpson, Marg	Children's Aid Society
Somerset, Felecity	Race Relations Division
Sotto, Jose	South Essex Community Council
Springer, Judy	Immigrant Women's Information Centre
Stubbs, Jean	
Suppal, Chander	India Canada Association
Swancott, Brian	Canadian Anglo Club
Syajaman, Swarni	
Talbert, Clayton	Windsor Urban Alliance on Race Relations
Talot, Ralph	Refuggee Settlement Canada Employment Centre
Tarantino, Anna	The Teen Health Centre and Inn of Windsor
Taylor, Anilah	Women Immigrants of London
Temelini, Walter	Ontario Multicultural Association Societa Dante Aligheri Society
Tequero, Ben	Philippino Organization
Thi Le, Minhl	London Cross Cultural Learner Centre
Thompson, Merreth	London Cultural Club
Tinkess, Joan	Central America Office
Tobias, August	Youth Employment Placement
Trinh, Ngoc T.	Young Men's Christian Association

SOUTH-WEST REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Varillas, Isabel Cristina	Immmigrant Community Outreach
Varma, Veena	South Asian Centre
Vellini, N.	Sarnia - Lambton Committee for Human Rights
Verma, Indira	East Indian Women's Organization Of London
Voyvodic, Rose	Legal Assistance of Windsor
Washington, Susie	Hour a Day Study Club
Watkins, Hilda V.	Hour a Day Study Club
Weinberg, Marcia	Ministry of Community and Social Services
Woloschuk, Jerry	Ukranian Canadian Committee
Woloshuk, Elaine	Windsor Roman Catholic School Board
Wong, Elizabeth	Chinese Association Of Windsor Windsor Separate School Board
Worrell, Lionel	Barbadian Canadian & Friends Association
Yajaman, Swarna	
Yatabe, Heather	Woman Power Incorporation
Yaworsky, Mitchell	Ukranian National Federation
Young, Pamela	Office of the Ombudsman
Zicari, Tom	Teachers of English as a Second Language (T.E.S.L.)

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Aboud, Brian	National Council on Canada-Arab Relations
Aggrey, Jose	
Ahmed, Qaiser	
Akhtar, Shehnaz	
Alemu, Girma	Ethiopian Community Association
Anderson, Rochi	
Barrow, Wendy	Harambee
Barthel, Imke	German Canadian Congress
Bezanson, Valerie	Kingston & District Immigrant Services
Bhatt, Kanu	Ottawa City Advisory Committee for Visible Minorities
Bhatt, Sushila	Visible Minorities Committee
Black, Julie T.	Jamaica Ottawa Community Association
Blackett, Lindsay	Genuau Canadian Congress
Brady, Ann	
Buchanan, Monica	
Buckthought, Voula	
Campbell, Hedy	Banrigh Foundation
Carduzo, Andrew	Canadian Ethnocultural Council
Celestine, Milna	Ottawa, Dalhousie Health and Community Services
Chahal, Nina	Frontenac County Board of Education
Chan, Lucianne	
Chan, Lewis	
Chandramouli, Chan	NACOI-Carleton Chapter

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Chandramouli, Meena	National Association for Canadians of Origin In India
Chappell, Marion	Immigrant Women's Centre (OCISO, Ottawa)
Chiu, Anna	Ottawa Dalhousie Health & Community Services
Cianciusi, Diana	
Clement, Bernadette	Ontario Human Rights Commission (Ottawa)
Clement, Catherine	Summer Student
Clifford, Karen	Nelligan-Power
Coddette, Winifred	
Cornelius, Cecelia	
Cutterton, Roy	Provincial Court, Family Division
Dasgupta, Rita	
Davis, Audrey	St. Vincent and Grenadines Association of Ottawa
Del Castello, Enrico	National Congress of Italian-Canadians
Dessalegne, Damtew	Ethiopian Community Association
Dion, Roberta	
Doung, Chien	
Dussault, Marie	
Edano-Paul, Alicia	Race Relations Directorate
Eng, Helen	Renfrew County Chinese Cultural Association
Enwekowe, Joseph	
Faucher, Melka	Jamaica (Ottawa) Community Association

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Ferrucci, Susana	North Star Railroad
Fleming, Norma	West Indian Association - Kingston
Forsythe, Judy	
Francis, Ian	
Francois, Tom	Native Inmate Liaison Service
Fraser, Kathleen	
Galdias, Legita	
Gasparimini, Richard	
Gawalewicz, Mira	
George, Gordon	
Gigantes, Evelyn	
Giles, Lorraine	
Gilpin, Norma	Focus on Black Women
Gordon, Vilma	Frontenac County Board of Education
Hajjar, Habila	Syrian-Canadian Community Association
Hanson, Nancy	Quinte United Immigrant Services
Helmer, Diane	Jewish Social Service
Hensen, Nancy	
Hoang, Nhung	Ottawa Vietnamese Canadian Cultural Organization
Hosttner, Ariella	
Houston-Craig, Jennifer	
Jabour, Terry	
Kader Kawach, Abdul	

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Kafai, Abdul	
Kan, Sharon	
Kennedy, Ruth E.	Kingston & District Immigrant Services
Kidd, Catherine Patterson	Algonquin College
King, Joyce L.	Ministry of Skills Development
Klicius, Rita	
Kropp, Laura	CUSO, Queen's University
Kryworuchko, A.	
Latoche, Vivalvo	Latin-American Canadian Association
Lau, Andrew	
Lee, Ken	Canadian Federation of Vietnamese Association
Liddy-Watson, Pat	
Limkul, Kit	Dalhousie Health and Community Services
Lonergan, Monica	
Luther, Rashmi	Race Relations Division
Mahmud, Quasim	
McGill, Ann	Canada Employment Centre
McKinnon, Wayne	
Meyer, Mechthild	Immigrant Women's Centre (OCISO)
Mitchell, Jackie	
Mitchell, Jacqueline	National Council of Barbadian Association
Nazemi, Mehrak	
Neersinghe, Ashok	

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Nguyen, Nga	Ottawa-Carleton Immigrant Services Organization
Nguyen, Nhung	Ottawa Vietnamese Canadian Cultural Organization
Oosthumer, Pamela	National Council of Barbadian Association
Osborne, Darlene	Canadian Ethnocultural Council
Palombo, Fidelo	
Panico, Gianno	Sheliau- Canadian TV Show
Perrakis, Stylianos	
Phillip, Joyce	Canadian Foundation for Caribbean & Cooperation
Pojar, Martha	
Quainoo, Rebecca	China Association of Ottawa
Qureshi, Badar	Pakistan Association
Rajda, Joseph	
Rangaualthai, Muthulakshi	
Rebeiro, Lena	
Redman, Florence	National Council of Barbadian Associations in Canada
Renault, Audrey	West End Legal Aid Clinic
Roohy-Laleh, Arpine	
Rouse, Midge	Native Patient Services
Ruiz, Pax	Public Health Unit, Kingston
Running, Judith	Naomi's Resource Centre,
Ruparelia, Ludu	
Saikaley, Charles	Honeywell Weatherspoon
Savage, George	Gloucester Policy Community Services

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Schollar, Peter	Legal Aid Clinic
Schuchek, Enn-Ann	
Sealy, Gloria	Quinte Afro Caribbean Association
Siddiqui, Batool	
Sindi, Subinan	Saudi Arabian Education Mission
St. Lewis, Joanne	Advisory Committee on Visible Minorities of Ottawa
Stanford, Anita	
Stevenson, Linda	Race Relations Division
Stout, Madeleine Dion	Advisory Committee on Visible Minorities
Stout, Tamara	Visible Minorities
Stukel, Toni-Maria	
Survilla, S.	
Szilagyi, Judita	Peterborough Newcomers Language Orientation Program
Tai, Chanthal	Westend Legal Aid Clinic
Tan, Ruth	Chinese Canadian Association of Kingston
Taurs, Gaye	
Thu, Kim	Ottawa-Carleton Immigrant Services Organization
Tolley, Carole	Ministry of Housing
Torres, Sara	Friends of Ames Salvadoran Women's Group
Unda, Jean	Ministry of Citizenship and Culture
Vu, Dung	Ottawa-Carleton Immigrant Services Organization
Waldron, Faith	

EASTERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Watson, Leona	Ministry of Colleges and Universities-College Affairs Branch
Williams, Marcia	National Council of Barbadian Association
Wilson, Sylvina	Quinte Afro Caribbean Association
Winrow, Mike	St. Lawrence College
Winson	
Wong, Janet	Ministry of Labour
Woolhan, Do*nna	Pinecrest Queenway Community Resource Centre
Wynn, Mona	Harmony House
Yeung, Rupert	Ottawa Chinese Community Service Centre
Zebeder, Shelly	Otherways
Zein, Saleh	

NORTHERN REGION VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Allain, Paulette	Secretary Of State
Amable, Jackie	Ministry of Labour, Employment Standards Branch
Anderson, Audrey	Career Preparation for Immigrants
Annala, Anna	Sudbury Legal Community Clinic
Aovisto, Miralda	Arenburg, James
Archibald, Veronica	Beendigen Native Women's Crisis Home
Baxter, Jemima	Constance Lake Native Women
Begona, Aura	
Belanger, Jeanne	Multicultural Folk Arts Association Sudbury
Belanger, Shirley	Pavilion Family Resource Centre
Belinsky, John	Canada Employment and Immigration
Benjung, Sylvia	
Berezowsky, Helen	Multicultural Centre
Bobiwesh, Alice	Constance Lake Child & Family Services
Boston, Lois	Sudbury Health Centre
Botswain, Sharon	Ontario Women's Directorate
Bouchard, Larry	Cambrian College
Brozik, Diana	
Bui, Phu	
Chavez-Wong, Mila	Sudbury Multicultural Centre
Chicago, Theresa H.	
Croxon, Carol	Ojibway Family Resource Centre
Curtis, Darci	
Dauphinais, Henriette	Centre des femmes de Sudbury
Deehan, Virginia	Ojibway Family Resource Centre
Deroches, Anita	Sudbury Women's Centre

NORTHERN REGION: VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Desmoulin, Rita	Beendigen Native Women's Crisis Home
Drummond Borges, Ines	
Duong, San	
Dyba, Monika	Immigrant Women's Centre of Thunder Bay
Dyck, Joanne	Immigrant Women's Centre of Thunder Bay
Early, Elizabeth	Key North
Ellis, Dorothy	National Organization of Immigrant & Visible Minority Women of Canada
Eshkakogan, Jany	
Falconberg, Cora	Sudbury Public Library
Fedoux, Delice	Dryden Metis Association
Feriuca, Maria	
Fereshtian, Monireh	Multicultural Association of N.W. Ontario
Fernanda, Maria	Matos Szekeres
Fobister, Sharon	
Fox, Julia (Sheila)	
Frenette, Lucy	Dryden Native Women's Association
Fritz, Margaret	
Furriga, Filora	
Gacek, Fadbiga	
Green, Vivien	Tikinogen Child & Family Services
Groulx, Ann	Geraldton Native Women
Gubert, M.	Canada Employment and Immigration/Job Entry
Harper, Eleanor	

NORTHERN REGION: VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Hernandez, Carmencita	National Organization Of Immigrant & Visible Minority Women of Canada
Holman, Myrna	Lakehead University
Honey, Rae Anne	Ontario Women's Directorate
Huntley, Judith	
Iasci-Curtis, Nella	
Jabic, Debbie	
Joseph, Pascal	
Julfican, Peggy	Sudbury Multicultural Folk Arts Association
Kentre, Mildred	Thunder Bay Indian Friendship Centre
Kodar, Kate	
Koschepki, Martina	
Lafrance, C.	Sudbury Interministerial Employment Equity Committee
Lagroue, Jacques	Ministry of Housing
Lavorato, Paola	
Leblanc, Dauna	Secretary of State
Ledoux, Delia	Ondrift Metis Association
Lucas, Dolores	
MacDonald, Donagh	
Maki, Karen	
Makotoko, Josie	
Maron, Elena	
Martel, Elis	M.P.P.
Martinez, Susana	Latin American Group Sudbury
Martins, Y.	
Matarozzo, Concetta	

NORTHERN REGION: VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Matas, Fernanda	
McDonald, Freda	
McGlym, Maura	
McKee, Marjorie	
Meandro, Rose	
Meandro, Maria	
Midue, Valerie	
Mishra, Pravatnalimi	
Moir, Diane	Thunder Bay Indian Friendship Centre
Moretta, Giuseppina	
Mussakoswski, Irene	
Mussok, Irena	
Najdenov, Nadia	
Nanka-Bruce, Joanna	
Negusanti, Ilona	
Nguyen, Det	
Nguyen, Chon	
Nguyen, Huong	
Nguyen, Nuyen	
Oppedisano, Silvana	
Patitsas, Kali	
Perera, Helena	
Plosinjerk, Anna	
Proulx, Rachelle	Canada Employment Centre
Quinlan, Mary Anne	Canadian Mental Health Association
Recollet, Bonita	

NORTHERN REGION: VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Recollet, Nancy	Race Relations Directorate
Richler, Nancy	Ontario Women's Directorate
Roguson, Patricia	Nova Kamok Native Friendship Centre
Salazar, Aura	
Sanorato, Paola	
Santi, Maria	Sudbury Multicultural Folk Arts Association
Schlegel, Carole	Pavilion Family Resource Centre
Silanger, Shirley	Pavilion Family Resource Centre
Simon, Sylvia	
Simons, Carmen	
Simpson, Sondia	
Sinh, Juan	
Sternicsuek, Danuke	Immigrant Women's Centre
Suitzman, Elaine	Canada Employment and Immigration Employment Development Branch
Szilagji, Agness	
Thibault, Marjorie	
Tollinsky, Nhu	
Tompkins, Loretta	Industrial Trades Centre for Women of Sudbury
Tookenay, Rene L.	Thunder Bay Anishnabequek
Tookenay, Rita	
Trac, Phuac	
Tran, Nu	
Tuan, Huong	
Vignor, Canidida	

NORTHERN REGION: VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Wallace, Mary Beth	Ministry of Skills Development - Access Policy
Weaver, Marilyn	Ontario Women's Directorate
Williams, Jane	
Wilson, Joe	Canadian Mental Health Association
Wong, Emilie	
Wynne, Dorothy	Kapuskasing Native Women
Zulficar, Peggy	Sudbury Multicultural Centre

METRO TORONTO VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Abdul Qadin, Rana	Canadian Arab Federation
Abraham, Diana	Ministry of Citizenship
Ackerman, Libby	Toronto Office of Skills Training Project
Adamson, Virginia	Ontario Women's Directorate
Ali, Mahwood	
Alum, Mubarka	
Anderson, Marlene	Yellow Brick House
Assajesh, Shahin	
Athar, Asfareen	
Augustine, Jean	Congress of Black Women
Austen, Marilyn	Ministry of Community and Social Services
Barbour, Dale	Canada Employment and Immigration
Barham, Dale	
Barmania, Zubeida	
Bartlatt, Deborah	Ontario Women's Directorate
Bay, Juanita	Ontario Women's Directorate
Berang, Thato	
Berry, Carole	Malton Community Council
Brathwaite, Karen	
Brown, Paulette	Jane Finch Community Legal Services
Burpee, Joyce	Human Resources Secretariat
Cairncross, Vanessa	Ministry of Citizenship
Cass, Olga	St. Peter's Immigrant Centre
Chaly, Salwa	
Chan, Mabel	

METRO TORONTO VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Chawla, Deep	
Cheng, Mai J.	Chinese Canadian Women's Federation
Cherinet, Fasika	Canadian African Newcomer Aid Centre Of Toronto
Chia, Rosalind	South East Asian Services Centre
Cho, Meerai	Korean Women's Association
Choi, Jenny	Peel Intercommunity Relations Association
Choi, Shng Hak	
Ciccocioppo, Lucianna	YWCA, Focus on Change
Claudio, Donna	
Colavecchio, Maria	Oakville Multicultural Council
Cole, Faye	Young Women's Christian Association
Cooper, Afua	Shirley Samaroo House
Costa, Lina	St. Christopher House
Crean, Fiona	Equal Opportunity Division, City of Toronto
Crump, Delicia	
Daya, Nazlin	Mississauga Ontario Welcome House
De Jang, Minnie	Ministry Of Housing
Dembo, Janice	Toronto Mayor's Committee on Community & Race Relations
Depass, Cecille	University of Calgary, Education Policy & Administrative Studies
Desynton, M.	
Dick, Patsy	Congress of Black Women
Dobolewski, Hanna	Polish Immigrant Aid

METRO TORONTO VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Doherty, Nuala	Working Women Community Centre
Doldron, Courtney	Ontario Multicultural Association
Ducin, Mary	Neighborhood Information Centre
Duong, Chinn	Southeast Asian Centre
Eddington, Jeanne	Young Women's Christian Association
Eustaquio, Mila	Canadian Ethnocultural Council
Evans, Pat	Ontario Welcome House
Fernandez, Rosemarie	Young Women's Christian Association of Metro Toronto
Finer, Yvonne	
Ford, Phyllis	
Fraser, Sue	
Fraser, Kathleen	Human Resources Secretariat
Fraser, Carmen	
Furtado, Ida	
Ga, Edy	Association of Japanese Council
Galloway, Colleen	Canada Employment & Immigration
Gibson, Judy	City of Toronto - Equal Opportunity Division
Gittens, Margaret	Coalition of Visible Minority Women
Goldberg, Hinda	Rexdale Women's Centre
Gordon, Shelly	Rexdale Micro Skills
Guiste, Ernest	
Haicchoi, Sung	
Hernandez, C.R.	Coalition of Visible Minority Women
Hewitt, Priscilla	Native Women's Resource Centre

METRO TORONTO VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Hoang, Lise	Vietnamese Association
Howard, Catherine	
Hsueh, Judy	
Hyman, Dorothy	
Hynes, Maureen	George Brown College (Community Outreach Department)
Irwin, Anne	
Isaac, Barbara	Coalition of Visible Minority Women
Isgro, Grace	National Congress of Italian Canadians
Jalverde, Lilian	Nueva Esperanza Community Centre
Jones, Denise	Peel Multicultural Council
Kapila, Juanita	
Kapila, Sumila	
Kaur, Enderjit	Malton Community Information Service
Kim, Helen	Hankookilbo Korean Times
King, Angela	Congress of Black Women
Kohli, Rita	Emily Stowe Shelter
Kwan, Mingkit	Woodgreen Community Centre
Kwok, Perdita	Downtown Employment Services
Land, Edith	Canadian Council Christians & Jews
Layer, Lindy	East Toronto Community Legal Services
Lee, Jo	George Brown College (Community Outreach Department)
Lee, Eileen	
Leger, Cindy	

METRO TORONTO VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Lo, Maria	Riverdale Immigrant Women's Centre
Logan, Menona	Toronto Board of Education
Madan, Janak	International Punjab Society
Mascoll, Sheila	
McDonald, Cherryl	Black Perspectives
McIntyre, Ian	Toronto Board of Education
Mdhu, Das Gupta	South Asian Women's Group
Meaker, Loretta	Peel Board of Education
Melnick, Eileen	
Naovi, Abbas	Canada Employment & Immigration
Naqui, Irum	
Neeji, Jayanti	Alberta Network of Immigrant Women
Negi, Jayahis	Alberta Network of Immigrant Women
Ng, Stella	Chinese Canadian National Council
Ng, Winnie	Coalition of Visible Minority Women
Nsiah-Yeboah, Sophie	Canadian African Newcomer Aid Centre of Toronto
Nunez, Juan F.	
O'Campo, Martha	Shirley Samaroo House
Orillamda, Mercie	
Petricone, Ivana	
Pinado, Maria Rosa	Center For Spanish Speaking Peoples
Pinto, Dora	
Powell, Florine	Congress of Black Women
Quaisar, Alam	
Rachwal, Thade	Ministry of Citizenship

METRO TORONTO VISIBLE MINORITY AND IMMIGRANT WOMEN'S WORKSHOPS - PARTICIPANTS

Ramkhalawansigh, Ceta	City of Toronto - Equal Opportunity Division
Rawlins, Joy	Canada Employment and Immigration - Women's Employment Counselling Centre
Reindel, Agnes	Woodgreen Red Door Family Shelter
Richler, Nancy	Ontario Women's Directorate
Robbins, Eleanor	George Brown College
Romero, Carmen	Canadian Ethnocultural Council
Rowntree, Carol	Association for Community-Based Training and Education for Women
Sanwal, Sabra	
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LIST OF RECOMMENDATIONS

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LANGUAGE TRAINING:

1. Increase ongoing funding for language training programs for women.

2. Facilitate cooperation among different levels of government in the delivery of language training programs.

3. Appoint a liaison government staff person to deal with the informational needs of each ethnic community.

4. Use community development to inform grassroots organizations about language training programs.

5. Provide child care or pre-school programs to enable women to attend language classes through community colleges or boards of education.

6. Educate Canadian institutions and the mainstream society on the importance of language training for immigrants.

7. Hire more ESL/FSL teachers from visible minority and immigrant communities.

8. Include in the educational curriculum of ESL/FSL teacher training: a) cross-cultural training, and b) second language immersion.

9. Involve students in the hiring of ESL/FSL teachers.

10. Make accessible the findings of these workshops to immigrant women who do not speak English. These recommendations should be part of the curriculum of language training programs.

11. Involve community-based organizations in the planning and delivery of language training programs.

12. Develop community advisory committees on language training.

13. Develop a comprehensive package on language training, including:

    a) orientation to Canadian society and the local community,
    b) more opportunities for practicing language skills among ESL/FSL participants,

    c) more ESL/FSL instruction in different languages,

d) improved access to FSL for immigrants in Ontario,

e) increased availability of ESL/FSL courses from community based organizations,

f) improved assessment of language training needs,

g) expansion of new ESL/FSL programs based on existing workable models.

SKILLS TRAINING:

14. Increase access of visible minority and immigrant women to apprenticeship and training programs.

15. Increase community awareness of skills training and language training programs by disseminating government program information, e.g., multilingual printed materials, and advertisement through ethnic media and community newspapers.

16. Involve visible minority and immigrant women in the planning of outreach programs, specifically the Access Programs of the Ministry of Skills Development.

17. Hold regular consultation between government and the community regarding skills training policies and programs.

18. Hold future workshops for visible minority and immigrant women on how to access training programs.

19. Establish flexible criteria for admission to skills training programs.

20. Urge CEIC and Ontario Basic Skills to network and establish a resource pool of people available for apprenticeship.

21. Ensure that programs are based on need rather than on target numbers.

22. Place emphasis on skills training for those newly arrived immigrants who do not require language training.

23. Provide job placement for trainees.

24. Develop and integrate programs in the rural communities.

25. Emphasize intercultural sensitivity in staff recruitment and development with employers who provide training in their companies.

26. Encourage better communication between government and training institutions.

27. Ensure that all organizations (private and public) receiving government funds for training are accountable for their program objectives by adequate supervision and monitoring.

28. Include a higher component of non-traditional skills training for visible minority and immigrant women.

29. Co-ordinate skills and language training so that immigrant women can practice language skills at the workplace, e.g., job specific ESL training, English at the Workplace Programs.

EMPLOYMENT AND PAY EQUITY:

30. Implement mandatory employment equity immediately.

31. Monitor the impact of all government employment equity policies and practices on visible minority, native, disabled, and francophone women.

32. Establish an advisory committee to monitor active recruitment of all target groups.

33. Allocate government personnel to work on employment equity for all sectors.

34. Establish goals and time tables for participation of designated groups.

35. Develop staff training programs for government ministries (specifically Health, Community and Social Services, and Education) on employment equity.

36. Develop a system to ensure implementation of the pay equity bill in the private sector.

37. Educate all government employees on employment standards.

38. Make available to the community all data from the "I Count" survey, including specific requests for data analysis.

39. Develop a registry of employment equity initiatives in the private and public sector. This registry should record those institutions utilizing employment equity funds and those with poor employment equity records.

40. Monitor all complaints from domestic workers under the new provisions of the Employment Standards Act.

41. Maintain statistics on domestic workers experiencing problems with employment standards.

42. Make access to training funds (in community and private agencies) dependent on employment equity planning and practices.

43. Allocate funds to promote employment equity for native, disabled, visible minority, and francophone women.

44. Establish a public education committee on visible minority/immigrant women and employment equity.

45. Educate the general public on employment standards in the workplace.

46. Include community input in the planning of staff training programs on employment equity for Ontario Public Service managers.

47. Establish an ongoing community based advisory committee to monitor employment equity within the Ontario Public Service, and the broader public and private sectors.

48. Develop a strategy for employment equity in the private sector.

49. Target Ontario Women's Directorate for implementation of employment equity.

50. Review the mandate of the OWD position on visible minority and immigrant women with/by community organizations.

FAMILY VIOLENCE:

51. Improve access to government information on family violence for community agencies.

52. Increase child care services and subsidies.

53. Fund more workshops on how to access existing family violence services and resources.

54. Establish regular contact persons in government ministries to provide information on wife assault.

55. Promote networking to bridge service gaps in various ethnic communities.

56. Develop a comprehensive service delivery approach for battered women, e.g., one stop services, multi-disciplinary services.

57. Increase therapeutic counselling staff.

58. Ensure that wife assault programs are available throughout the province.

59. Increase visible minority and immigrant staff in government social service agencies, particularly in policy and managerial positions.

60. Improve protection for battered women under the family law.

61. Register all reports of wife battering at the police station or at a central registry system.

62. Encourage ongoing exchange between shelter workers and staff of multicultural community agencies.

63. Increase awareness of wife abuse and related cultural issues.

64. Improve educational opportunities for visible minority and immigrant groups; especially in the field of social work.

65. Educate shelter workers on visible minority and immigrant women's issues and family violence.

66. Allocate ongoing funding from all levels of government for family violence initiatives.

67. Fund community centres delivering services on wife assault.

68. Fund seminars on family violence.

69. Ensure representation of community members on various government committees dealing with family violence.

70. Compensate community groups adequately and fairly for written/verbal consultations on this issue.

71. Educate judges, police and other legal professionals on wife assault.

72. Educate religious leaders and institutions on wife battering.

73. Develop audio-visual and printed/translated materials for public education of different ethnic communities.

74. Provide written information in the first language of newcomers stating that wife assault is a crime.

75. Conduct active outreach and education to teenagers, young adults, and men.

CHILD CARE:

76. Encourage the Ministry of Community and Social Services to develop multilingual day care information/video.

77. Assist community organizations in accessing funding from the Ministry of Community and Social Services, the Ministry of Health, and Federal ministries.

78. Establish drop-in centres for young mothers and children.

79. Develop informal day care centres for the native community.

80. Provide affordable child care for families in crisis.

81. Allow children to stay at the shelters with their mothers.

82. Provide child care subsidies without undue delay.

83. Allocate government funding for trained interpreters.

84. Develop a multicultural staffing composition for child care programs.

85. Ensure that child care workers' salaries reflect the value of their work.

86. Ensure government service providers are held accountable for attitudes and behaviours, and this is reflected in their personnel evaluation.

87. Provide community education to promote the acceptance of drop-in centres for young mothers and children.

88. Improve access to child care through public education about services available.

89. Inform parents and educators about the agreement between the government, the city and licensed day care centres on child care subsidies.

90. Emphasize in all government publications that the provision of child care is a public service similar to that of the provision of education.

91. Promote the positive portrayal of visible minority children in audio/visual materials on child care.

HOUSING:

92. Promote wider information dissemination on housing programs via ethnic and religious press.

93. Identify visible minorities as a group with particular housing needs.

94. Develop a central registry which provides information on the availability of housing to people in need.

95. Develop a mechanism to improve standards of rooming houses.

96. Encourage the Housing Board to form advisory/grievance committees representing tenant needs.

97. Integrate recreational facilities in co-ops and other housing complexes.

98. Provide clear policy guidelines and procedures on race and ethnic relations related to housing.

99. Monitor Bill 10.

100. Develop a manual on policies and procedures regarding race relations for housing staff/managers and tenants.

101. Increase the initial grant to special interest groups sponsoring housing projects from $1000 to $5000, so that they could produce bids that are competitive with developers who are able to assume start-up costs.

102. Extend the proposal deadlines so that community groups would have more time to prepare a suitable project.

103. Allocate land from provincial holdings to community groups.

104. Provide universal access to provincial accommodation allowance similar to that of mothers' allowances.

105. Revise the eligibility criteria to accomodate refugee claimants and non-landed immigrants in the Ontario Housing Commission.

106. Increase funding for supportive housing programs specifically those of Ministry of Health, and Ministry of Community and Social Services and facilitate cooperation between these two ministries.

107. Provide rent subsidies for accommodation in private rental market.

108. Provide staff training to people who work with/in subsidized housing programs.

109. Provide ongoing public education by Ministry of Housing to eliminate racism in housing units.

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